



 19th
**COMMISSION FOR
EMPLOYMENT EQUITY**
ANNUAL REPORT
2018 - 2019



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MAKES BUSINESS SENSE**



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ACRONYMS

ASDSA	Association for Skills Development in South Africa
ACT	Employment Equity Act, 1998 as amended
B-BBEE	Broad-Based Black Economic Empowerment
B-BBEE COMMISSION	Broad-Based Black Economic Empowerment Commission
BUSA	Business Unity South Africa
CCMA	Commission for Conciliation, Mediation and Arbitration
CEE	Commission for Employment Equity
CGE	Commission on Gender Equality
COSATU	Congress of South African Trade Unions
DEPARTMENT	Department of Labour
DG	Director-General of the Department of Labour
DPSA	Disabled People South Africa
DRAFT EE REGULATIONS	Draft Employment Equity Regulations, 2018
DESIGNATED GROUPS	“Designated groups” mean black people, women and people with disabilities who - are citizens of the Republic of South Africa by birth or descent; or became citizens of the Republic of South Africa by naturalisation - before 27 April 1994; or after 26 April 1994 and who would have been entitled to acquire citizenship by naturalisation prior to that date but who were precluded by apartheid policies.
EAP	Economically Active Population (EAP) includes people from 15 to 64 years of age who are either employed or unemployed and are seeking employment
EE AMENDMENT BILL	Employment Equity Amendment Bill, 2018
EE AWARDS	Employment Equity Awards
HSRC	Human Sciences Research Council
ILO	International Labour Organisation
NEDLAC	National Economic Development and Labour Council
NPO	Non-Profit Organisation
NSA	National Skills Authority
POPULATION GROUPS	Means African, Coloured, Indian, White and Foreign National
PSC	Public Service Commission
SASLAW	South African Labour Law Society



FOREWORD CHAIRPERSON: (CEE)

The fourth Commission for Employment Equity (CEE) reflects on the process of the enactment of employment equity legislation to establish workplace transformation and we continue to be enthused by the introduction of the 1997 Bill in the Government Gazette publication, wherein the then Minister of Labour clearly articulate the objectives thereof: “We want to build a South Africa with a diverse and representative workforce. We want to abolish discrimination in the workplace. Let this Bill be the subject of debate in every workplace and by all workers and employers.” (Mboweni, 1997, p. 2)

This was the beginning of the journey to redress the wrongs of the past - the process towards establishing a fair and just workplace. It signalled an era in which purposeful action was introduced to eliminate all forms of unfair discrimination in the workplace. For most South Africans it was a promise of the elimination of all forms of systemic discrimination in the workplace, providing mobility to fair opportunity. As a Commission, the CEE remains committed to seeing the objectives of the EEA materialised, as we share the progress to date, in this 19th report (2018).

At a broad level, the trends presented in this, 19th Commission for Employment Equity Report, continue to paint a picture of a very slow, but steady pace of transformation especially at the top four occupational levels. Compared to the 2017 statistics, representation of the White Population Group has shown a decline of 3.6% at Senior and 4.3% at Skilled levels respectively. When considering the total number of employees covered in the report, Senior Management makes up 2% of the total employee population and thus a 3.6% shift is significant. In the same way a shift of 4.3% at the Skilled Level where the total population of 26,7% employee reported is significant. Representation of the Designated Groups is at 60% at the Professionally Qualified Level, and at 80% at the Skilled Level. Top Management constitutes only 0,8% of the total number of employees that are covered in the report.

Transformation in terms of gender representation has also remained steady but slow. The highest positive growth in representation is noted at the Professional Level (1.7%) compared to the previous report. Significantly employment of Persons with Disabilities remains very low. This Designated Group is neglected in terms of Affirmative Action.

The Commission has noted a concerning trend in the reporting of Skills Development. The EEA reports submitted, still indicates that the White Population group remains the preferred group in terms of Skills Development. Whilst the Employment Equity Regulations (2014) are specific in that Skills Development reports should only indicate “those who received training only for the purposes of achieving the numerical goals...” (EEA2, pg. 5). The requirement is for the EEA reports to only reflect Skills Development of the designated group, in as far as it advances the objectives of the EEA. It leaves the inference to be drawn that that Designated Employers are reporting all training, i.e. designated and non-designated groups, which might explain why the majority of beneficiaries of training in these positions in general remain from amongst the White Population Group. This interpretation would have to be explored and the Commission has taken a decision, to enhance the reporting system to provide more meaningful data and to clarify compliance of this instruction in the annual EEA reports.

References

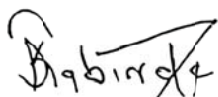
1. Mboweni, T. (1997). *Employment Equity Bill*. Government Publication
2. *Employment Equity Regulations (2014)*

Over the past year, the Commission has also noted a higher number of reporting of violations to the Employment Equity Act (EEA). These have been directed to the Commission for Conciliation, Mediation and Arbitration (CCMA), the Courts and the Inspection and Enforcement Services (IES) in the Department of Labour, while other were investigated by the CEE itself, in terms of its statutory mandate. It appears as if workers in particular, have embraced the responsibility and their rights bestowed upon them through the EEA, to report discrimination and to seek justice, as was foreseen with the enactment of the EEA. This aim is to break the back of systemic discrimination.

The Commission has been hard at work with a number of interventions. The current amendments to the Act remains at the top of our agenda. We do believe the amendments will further the acceleration of the transformation agenda. We remain passionate in fulfilling our mandate.

A special word of thanks to the CCMA for their contribution to this report by way of the article on Chapter II of the EEA.

We moreover take this opportunity, to thank the previous Minister, Mildred Oliphant, for her support in enabling the Commission in furthering the work for a better South Africa. We thank the Employment Equity Directorate for all the team work and commitment to the objectives of the Commission. The Commissioners have displayed unwavering support to me as a Chairperson, and for that, I am eternally grateful.



T KABINDE, MS
Chairperson: Commission



MEMBERS OF THE COMMISSION FOR EMPLOYMENT EQUITY

CHAIRPERSON: COMMISSION FOR EMPLOYMENT EQUITY



Ms Tabea Kabinde is the Managing Director of We Find Talent, a recruitment agency based in Pretoria and Cape Town. She holds a Master's degree in Clinical Psychology and has been within the recruitment industry for over two decades. She has wide experience in the Human Resources and Organisational Development fields; specialising in Change Management and facilitation of involvements, Recruitment and Selection, Executive Search as well as Psychometric Screening.

Ms Kabinde has served on numerous Boards in the private and NPO Sectors. She was appointed as President of APSO in 2011. During her years with APSO, she drove the transformation agenda within the Recruitment Industry Body and prides herself for moving APSO from a local association to a world respected professional body. She is also involved in CAPES, which is an umbrella body, representing a unified voice for the South African staffing industry.

Ms Kabinde has been an active role player at BUSA and NEDLAC. She was honoured with a role as one of three business representatives for South Africa at the ILO "Building the future with Decent Work" conference in Geneva. She proudly represented BUSA and has been instrumental in drafting and launching the Charter for South African Private Employment Agencies, reaffirming the industry's commitment to professionalism and compliance. Ms Kabinde has been privileged enough to receive a number of accolades, which include Business Woman of the Year in 2013, as well as the Founders Cup conferred by APSO in 2014. She stepped down as a business representative on the CEE in 2015 to take up the appointment first, as Acting Chairperson of the Commission and is currently serving as Chairperson for the fourth Commission.

BUSINESS CONSTITUENCY



Dr Annelie Gildenhuys is an Industrial Sociologist who specialises in Employee Relations and Diversity Management. She serves as commissioner on two statutory bodies i.e. the Essential Service Committee member and as Commissioner for the Commission for Employment Equity. She has been an accredited CEDR Commercial and Labour Mediator for a number of years and was instrumental in establishing the Bargaining Council for Civil Engineering (BCCEI). Annelie is a former CCMA Commissioner, trainer, mentor and panellist for several Bargaining Councils since the inception of the CCMA in 1996 until 2011, and alternative private dispute resolution bodies. She has re-joined the Tokiso panel as arbitrator, mediator, investigator and trainer. Annelie is best known for her highly interactive dialogue sessions and training work in Diversity and Equity Management and focus on Sexual Harassment and violence in the world of work. She is a GIBS MBA Research examiner and supervisor in Industrial Relations, qualified executive Coach (2010) and Master Human Resources Practitioner.

Dr Gildenhuys recently concluded a five-year period as Global Head of Employee Relations Operations for a large Bank where she also served as ER representative for the Banking Association South Africa (BASA) and at Social Policy Level for Business Unity South Africa (BUSA). This former Managing Director of a consulting firm advised a large number of clients for more than 16 years. She started her career at the Human sciences Research Council (HSRC) as Labour Economic Researcher. Dr Gildenhuys is the co-author of a digital mobile Employee relations guide and an active member of the South African Law Society (SASLAW).

BUSINESS CONSTITUENCY



Ms Thembi Chagonda holds a degree in Social Science, majoring in Industrial Psychology & Sociology from Rhodes University. She also achieved a Post Graduate Diploma in Labour Law in 2005 and is an accredited assessor and moderator. In 2016 she received accreditation in 4MAT Learning Design (About Learning), accredited through Michigan University.

She was the Managing Director of Global Business Solutions since 2005 and has extensive experience consulting in the fields of human resource management, transformation in the workplace, employment equity, skills development, and Broad-Based Black Economic Empowerment. Ms Chagonda is a board member of the ASDSA (Association for Skills Development in South Africa), the IoD (Institute of Directors) and chairs a number of Education Trusts in order to facilitate opportunities for under privileged communities. She has served in Remuneration Committee's, Social and Ethics Committee and Nomination Committees.

She consults for a range of large multinational organisations and serves as a Commissioner on the Commission for Employment Equity representing organised business. In 2014 she was nominated finalist Top Black Female Leader of the Year Award category of the 13th Oliver Empowerment Award. She is passionate about empowerment of Persons with Disabilities.

COMMUNITY CONSTITUENCY



Mr Puleng Tsebe is a retired educator. He was a lecturer at Mokopane College of Education and later appointed as principal at Alfred Masebe School. He became a councillor at Mogalakwena Municipality and Waterberg District Municipalities. He is active within the disability community and has held many leadership positions.

Among those are, the National Deputy Chairperson Development at Disabled People South Africa (DPSA), DPSA Provincial Chairperson - Limpopo, Chairperson of DPSA Mogalakwena Branch, Disability Forum Member at Services SETA (SSETA), Waterberg District Chairperson of Home Affairs' National Population Registration Clean-up Campaign Forum, Board member of Polokwane Gateway International Airport, Chairperson of Voortrekker Hospital Board, Chairperson at Mokopane Provincial Hospital Board, Member for Polokwane/Mankweng Hospital Complex Board, Member of Waterberg FET College Council, ANC Secretary Western Sub-Region (now Waterberg Region) and Chairperson of SANCO in Mahwelereng. He is the DPSA representative in the Community Constituency of the Development Chamber at NEDLAC. He is a member of the Executive Committee at NEDLAC and he is a member of the BEE Advisory Council.



Mr Malesela Maleka is presently the Head of Policy, Research and Political Education at the South African Communist Party (SACP). He holds a Professional Certificate in Public Management from Wits Business School; Higher Certificate in Economic Development from the University of the Western Cape; Advanced Diploma in Public Administration from the University of the Western Cape, and a Post Graduate Diploma in Public and Development Management from Wits University.

A sports activist, Mr Maleka has held various leadership positions in the sporting fraternity, the student movement (SASCO) and the Young Communist League of South Africa. He also serves on BANKSETA Council and the SAQA Board.

GOVERNMENT CONSTITUENCY

MRS ZODWA NTULI



Ms Zodwa Ntuli is the Deputy Director-General for Consumer and Corporate Regulation in the Department of Trade and Industry (DTI) since 2008. She has delivered on major reforms, including the Corporate Law Reform (new Companies Act of 2008 and establishment of CIPC), the Consumer Law Reform (Consumer Protection Act of 2008 and establishment of the National Consumer Commission), the Removal of Adverse Credit Information (Negative Credit Bureau Listing) for consumers, the National Credit Amendment Act, introducing enhanced affordability tests for lending, Lotteries Amendments leading to improved distribution of lottery funds to good causes, to name a few.

Previously, she was the Executive Manager at South African Airways from 2006 - 2008 and part of the team that established Mango Airline. She was Executive Manager for the Compliance Division at the Competition Commission, and led development of the first Leniency Policy of the Competition Commission to uncover cartels. Her passion for women development led her to initiate the Corporate Governance Development Program for Women, a partnership between the DTI and the Institute of Directors Southern Africa. Her strength is in project management, policy development and business regulation. Since August 2015, she was appointed by the Minister of Trade and Industry to establish and head B-BBEE Commission, whose role is to oversee the implementation of the B-BBEE Act, as amended.

MRS TSHABALALA



Mrs Tshabalala is currently the Deputy -Director General (DDG) in the Department of Women responsible for social transformation and economic empowerment. She is the former Head of the Department for Social Development in Gauteng. Previously, she served as the DDG in the Department of Health and Social Development responsible for Social Services, the Chief Director for Social Crime Prevention in the Department of Community Safety and the Director responsible for Social Transformation (Gender, Youth, & Disability) in the Office of the Premier of Gauteng Province.

ORGANISED LABOUR CONSTITUENCY

MS ZINGISWA LOSI



Ms Zingiswa Losi is presently the President of COSATU. She is employed as a Deputy Director for Partnership at the Civilian Secretariat for the South African Police Services. Previously she was employed at Ford Motor Company as an operator and later became a quality inspector. She started her career as an Admin Technical Support for the South African Air Force, where she gained various skills including inter-personal skills, communication strategies and high integrity and leadership skills.

Ms Losi is a task oriented, articulate, confident, a team player and a persuasive team builder. Through the military discipline, she has acquired many attributes among them humility, principles, determination and decisiveness and how to use initiatives in order to meet and resolve challenges. She is presently pursuing a course in Criminal Law and Procedure through Damelin College.

MR BHABHALI KA MAPHIKELA NHLAPO



Mr Bhabhali ka Maphikela Nhlapo is employed as the Skills Development Policy Coordinator at the Congress of South African Trade Unions (COSATU). Prior to his appointment to this position, he was the Chief Operations Officer at VRC Ngubeni Construction and Cleaning. He was also the Skills Planning Manager and Constituency Support Executive Manager for the Chemical Industries Education and Training Authority (CHIETA). Mr Nhlapo started his career as the Education and Training Officer later becoming a Skills Development Coordinator and eventually the Elections Manager at CEPPWAWU, which is a COSATU affiliate.

He holds a BA in Social Work from the University of Fort Hare and is currently pursuing an MA in Industrial Sociology at the University of the Witwatersrand. He obtained a number of certificates in Labour Legislation and Skills for Employment from the ILO Training Centre in Italy and Geneva as well as a Certificate in Productivity Management from the Japan International Labour Foundation (Tokyo).



1.

INTRODUCTION



1. INTRODUCTION

The Commission of Employment Equity (CEE) is a statutory body established in terms of Section 28 of Employment Equity Act, No 55 of 1998 (EEA). The functions of the CEE (S30- 33 of the EEA) is to advise the Minister of Labour on Codes and Good practice and regulations made by the Minister, policy and any other matters concerning this Act. The CEE in addition, may make award recognizing achievements of employers in furthering the purpose of this Act; research and report to the Minister relating to the application of this Act, including appropriate and well researched norms and benchmarks for the setting of numerical goals in various sectors and perform any other prescribed functions.

In performing its functions, the CEE may call for written representation from members of the public and hold public hearings to allow for public comment.

In terms of S33, the CEE must submit an annual report to the Minister. This annual report is the 19th Commission for Employment Equity (CEE) Annual Report submitted to the Minister of Labour. The Report covers the work of the CEE for the period between 1 April 2018 and 31 March 2019.

The status of Employment Equity in the South African labour market is presented in this report. The information presented is as submitted by designated employers in their annual Employment Equity Reports as required by Section 21 of the Employment Equity Act, to the Employment Equity Registry from 1 September 2018 to 15 January 2019.

The strategic objectives of the CEE for the term are highlighted in the report as it informed by their mandate and the key activities of the CEE for the annual period and provides workforce information on the National and Provincial Economically Active Population (EAP).

The current employment equity representation status and trend analysis over the past three years is discussed in terms of population group, gender and disability in the workforce. An analysis of the reports received in the 2018 reporting period is provided by province, sector and business type.



2. KEY STRATEGIC OBJECTIVES



2. KEY STRATEGIC OBJECTIVES

The CEE's key strategic objectives are derived from the mandate provided by the Act, which is to advise the Minister on codes of good practice, regulations, policy and any other matter concerning the Act. In addition, the CEE may make awards recognising the achievements of employers, conduct research, including the establishment of well-researched norms and benchmarks for the setting of numerical goals in various sectors.

The following are key strategic objectives that are set by the CEE for their term of office:

- To promote equity in the labour market;
- To provide advice on the Act, Regulations, Codes of Good Practice, Policy and any other related matters to the Minister;
- Engage stakeholders in order to promote effective implementation of the EEA;
- Conduct research in order to inform and enrich the work of the Commission; and
- Monitor, evaluate and report trends on employment equity.



3. HIGHLIGHTS FOR THE REPORTING PERIOD



3. HIGHLIGHTS OF ACTIVITIES FOR THE REPORTING PERIOD

The highlights of the work during 2018/19 included publishing the Employment Equity Amendment Bill, 2018, and the Revised Employment Equity Regulations for public comment, making preparations and inviting employers to participate in the Employment Equity Awards and consolidating efforts through strategic partnerships aimed at promoting equity in the labour market.

3.1 EMPLOYMENT EQUITY (EE) AMENDMENTS

The Employment Equity Amendment Bill, 2018 and the Draft Employment Equity Regulations, 2018 were published for public comment for 60 days from 21 September 2018 to 20 November 2018.

The main objectives of the Amendments are to enhance the administration and compliance mechanisms of the Act by introducing enabling provisions for the setting of Sector specific EE targets and for the promulgation of Section 53 for every employer who provides goods and services to any organ of State must comply with the provisions of the Act that are applicable to them.

Extensive engagements on the amendments did take place by the Social Partners at NEDLAC prior to publishing the EE Amendment Bill and draft EE Regulations for public comment. In addition to receiving public comments, stakeholders were also provided with the opportunity to express their views on the matter during public hearings conducted in October 2018.

The CEE is currently deliberating on public comments received from various organisations and individuals. The sector stakeholder engagements on the setting of sector targets are envisaged to commence in the new financial year. It is planned that the EE Amendment Bill will be tabled for discussion by the next Parliament established after May 2019 elections.

3.2 ENDING VIOLENCE AND HARASSMENT IN THE WORLD OF WORK

In the period under review, the CEE participated in key strategic advocacy fora and deliberations aimed at addressing the scourge of violence and harassment in the world of work.

3.2.1 SOUTH AFRICA NATIONAL HIGH LEVEL FORUM WITH SOCIAL PARTNERS

Violence and harassment in the world of work has become an alarming emerging phenomenon world-wide. The enormous cost of Violence and Harassment at work for the individual, the workplace and the community at large is becoming more and more apparent. Although incidents of violence and harassment are known to occur in all work environments, some employment sectors are particularly exposed to it, for example, law enforcement services, health care services and so forth.

In view of this, the International Labour Organisation (ILO) in consultation with the various ILO Member States agreed in 2016 to initiate discussions to explore possibilities of developing an International Labour Standard that will regulate the ending of violence and harassment in the world of work.

In preparation for the first discussion of the proposed ILO Standard on ending violence and harassment in the world of work, the CEE in collaboration with the ILO Office in Pretoria, convened a South Africa national high level forum with social partners, i.e. Organised Business, Organised Labour, Community Constituency and Government on 17 May 2018 to discuss this matter.

The primary objective of the high level forum was to prepare and consolidate a country position aimed at informing the first discussions on the proposed ILO standard on ending violence and harassment, which was scheduled to take place at the June 2018 International Labour Conference (ILC).

Feedback received from the 2018 ILC indicated that Member States agreed that the proposed international standard should take the form of an ILO Convention supplemented by a Recommendation on ending violence and harassment in the world of work. It is envisaged that the second discussion aimed at finalising and adopting the ILO Standards will be held in June 2019 ILC.

In anticipation of the adoption of this proposed ILO Standard, the CEE will be undertaking a review of our current employment equity policy instruments with the view of ensuring that our national policies are aligned to the requirements of the standards and are ready for implementation.

3.2.2 1994 WOMEN'S CHARTER REVIEW CONFERENCE

The CEE being a statutory body mandated with the promotion of employment equity in the labour market participated in the 1994 Women's Charter Review Conference held in the Parliament of South Africa on 20 August 2018.

The objective of the Conference was to review and amend the 1994 Women's Charter and solicit inputs from various key stakeholders, which will inform the changes to be effected on the Women's Charter.

The review process focused on the following key strategic areas, but not limited to violence against women; social and health services; economic empowerment of women in relation to advancing the inclusive economic growth paradigm for women; and Education and training geared at empowering women and girls to be independent.

Some of the key outcomes of the deliberations included amongst others, the following:

- Parliament should not approve Departmental budgets that are not gender responsive and must ensure that the proposed Women Empowerment and Gender Equality Bill is resuscitated and passed into law;
- Monitoring and Evaluation mechanisms must be implemented across all levels of government to assess progress in relation to gender equality and gender mainstreaming;
- Advocacy campaigns must be conducted at all levels to ensure that women and girls, including men and boys are educated regarding gender equality and gender-based violence. These campaigns must be inclusive of the Rural Areas as well;
- Patriarchy and Domestic Violence are examples of cultural practices that played a significant role in the exclusion of women from inheriting land or being economically empowered, and this have harmed women's human right to equality and dignity;
- Social Services should apply to all areas of women's lives, in particular in the home, the workplace, health and education - special attention should be placed on the needs of rural and disabled women; and
- Gender inequality and dependency is inherently linked to lack of access and power. Therefore, there is a need to provide women with greater access to employment opportunities, skills development and training, as a mechanism to reduce inequality.

It is envisaged that the outcomes of the discussions and recommendations made by parties gathered will be incorporated into a report, which will then inform the review and the amendment process of the Women's Charter by the Parliamentary Multi-Party Women's Caucus.

3.2.3 NATIONAL SUMMIT ON GENDER-BASED VIOLENCE (GBV) AND FEMICIDE

Recognising that violence at work is a major workplace problem, which is rapidly becoming an everyday reality for many workers, from teachers, bank security personnel, nurses and air crews faced with mounting cases of air rage among passengers; the CEE participated in the National Summit on Gender-Based Violence (GBV) held from 1 to 2 November 2018.

The objective of the National Summit was to find possible solutions to address the scourge of Gender-Based Violence (GBV) in our society. The highlights of the discussions focused on amongst others, the Panel discussion on real life experiences of women and commissions that reflected on possible solutions for various key challenges that needed to be addressed in order to eradicate the scourge of GBV and the negative impact it may have on the societal well-being and growth.

It is important to highlight that the Commissions were each mandated to identify gaps and propose possible solutions in each of the themes, i.e. Prevention; Laws and policies; Response and support; Accountability and resourcing; Coordination and Communication. Some of the key recommendations made at the Summit included, but not limited to the following:

- The Judiciary and Justice Systems must be restructured and adapted to cater for the needs of victims of gender-based violence, e.g. Judges, police services officials, correctional services officials must be re-trained on how to handle cases and victims of gender-based violence;
- Violence in South Africa is common despite the proliferation of legislation and state measures to prevent the crime before it happens and protection of victims after the fact are very weak;
- Implementation strategies and plans must be improved to strengthen the law enforcement mechanisms geared at eradicating GBV;
- A National Strategic Plan on gender-based violence must be developed; and
- A multi-disciplinary rapid response team on ending GBV must be established to monitor and evaluate the implementation of the proposed National Strategic Plan on GBV.

The CEE acknowledges the fact that the prevalence of violence has increased at the workplace level, which was traditionally viewed as a violence-free environment. Employers and workers are urged to become equally interested in the prevention of violence and harassment at the workplace level.

The CEE sees the society as a whole having a critical role to play in preventing violence spreading over to the working life and recognising the potential of the workplace by removing such obstacles to productivity, development and workplace stability and peace.

3.3 EMPLOYMENT EQUITY AWARDS

The first Employment Equity Awards (EE Awards) event took place in 2015 and preparations to host the second event have already started.

Key objectives of the EE Awards includes assessing and evaluating the overall transformation that has taken place; identifying and acknowledging employers that have innovative strategies for promoting sustainable, equitable and inclusive workforces; and recognising employers that excel in the implementation of the EE Act.

Nomination forms for employers to participate in the event were circulated on 21 October 2018 and the closing date for participation was 20 December 2018. Those employers who applied to participate have now been assessed against the criteria for the first phase (Basic Compliance) and upon passing, would qualify to participate in the second phase (Progressive Compliance) prior to being considered for excellent achievement by an impartial Adjudication Panel. Hosting of the EE Awards event is planned for the 2nd quarter of the 2019/20 financial year.

3.4 STRATEGIC CO-OPERATIONS

The CEE engages a number of bodies involved in the transformation space in relation to mandates and co-operation, i.e. the B-BBEE Commission, CCMA, CGE, PSC and SAHRC. As mentioned above, social partners and a number of these institutions were involved in a high level discussion on ending violence and harassment in the world of work at a workshop hosted by the CEE and ILO in May 2018.

In addition, the aforementioned strategic partners participated in the EE Indaba held on 28 June 2018. The topic for the Indaba was 'Implementing Employment Equity - 20 years later'. The CEE reflected on the progress made in the implementation of the EEA over the past 20 years and the CCMA made a presentation on Unfair Discrimination Cases. Reflections were received from Organised Labour, Organised Business, Community, PSC and the CGE and on the way forward, including considering the setting of sectoral targets.

Memoranda of Understanding (MoU) with the PSC was concluded in September 2018. The purpose of this MoU is to provide a co-operative framework between the CEE and the PSC with the view of sharing information, making referrals of complaints and improving compliance in the Public Service.



4. UNFAIR DISCRIMINATION IN THE WORKPLACE



4. CHAPTER II OF THE EEA: PROHIBITION OF UNFAIR DISCRIMINATION IN THE WORKPLACE

The Commission for Conciliation, Mediation and Arbitration (CCMA) is a Chapter 3A institution established by Section 112 of the Labour Relations Act, no 66 of 1995 (as amended), mandated to conciliate and arbitrate designated labour disputes within the framework of South African employment law.

The dispute resolution function of the CCMA has provided millions of employees with the access to resolve disputes. The CCMA's dispute resolution role in the implementation of the Employment Equity Act has increased since 2014 and will continue to grow.

The CCMA has a policy of stakeholder engagement, whereby we partner with like-minded stakeholders for the benefit of the labour market. During 2018, the CCMA signed a Memorandum of Understanding with the Commission for Employment Equity for the purposes of information sharing and support in achieving common objectives.

CONSTITUTIONAL IMPERATIVE OF EMPLOYMENT EQUITY

South Africa is a country in transition from its painful past. The right to fully participate in our democracy still largely excludes the most vulnerable in our society, particularly black people, women and Persons with Disabilities. Over the past 20 years, the progress in this regard has been painfully slow.

Our Constitution is predicated upon the restoration of dignity, for that is the mischief the Constitution seeks to correct. It is our joint responsibility to express the purpose of our Constitution by applying the laws which express the rights of the Constitution for the benefit of all our citizens.

The preamble to the South African Constitution (the Constitution) encourages us to recognise the injustices of our past, to be united in our diversity, and to improve the quality of life of all citizens and free the potential of each person.

There can be no societal transformation without the understanding and application of the Constitution of South Africa, since it is the supreme law of the country.

The Constitution is expressed in South Africa's employment law framework, in particular the Employment Equity Act 55 of 1998 (as amended), which provides for expression of Section 10 (the right to dignity) and Section 9 (the right to equality) of the Constitution.

In order to fulfil the Constitutional rights of employees, it is necessary to understand the Preamble to the Constitution, its purpose, and its expression through the employment law framework. This is at the heart of the recognition of identity, which is the cornerstone of intercultural cohesion and solidarity in the workplace, and equal participation in the South African economy.

PURPOSE AND APPLICATION OF THE EMPLOYMENT EQUITY ACT

In the context of the aims of the Constitution, the Employment Equity Act (EEA) seeks to achieve equity in the workplace through the promotion of equal opportunity and fair treatment in employment, the elimination of unfair discrimination, and affirmative action measures to redress disadvantages experienced by designated groups (black people, women, and people with disabilities).

While the general understanding of unfair dismissal is well entrenched in workplace operations, the approach to employment equity still lags behind. Employers are slow to implement workplace equity. Unfair Discrimination in the form of sexual harassment and unequal pay for work of equal value continue to be prevalent in the workplace.

However, progressive legislation will not on its own deliver the dignity and social justice required. What is required is a system of dispute resolution which matches the purpose of the EEA.

DISPUTE RESOLUTION JURISDICTION UNDER THE EMPLOYMENT EQUITY ACT

Unfair discrimination forms a barrier to advancement in the workplace, and the removal of those barriers is affected by speedy legal recourse to appropriate remedy.

Although the EEA came into effect in 1998, prior to the 2014 amendments to the EEA, the CCMA was only allowed to conciliate unfair discrimination disputes, which then had to be adjudicated through the lengthier process of the Labour Courts. The common result was that prior to 2014, relatively few unfair discrimination disputes that remained unresolved after conciliation progressed any further.

Two types of unfair discrimination disputes which benefitted from the 2014 amendments were Equal Pay for Work of Equal Value and Sexual Harassment disputes, particularly as they reflect ILO Conventions 100 (Equal Remuneration) and 111 (Discrimination). The amended Code of Good Practice on the Handling of Sexual Harassment in the Workplace defines sexual harassment as '...unwelcome conduct of a sexual nature that violates the rights of an employee and constitutes a barrier to equity in the workplace...'

The 2014 amendments to the EEA strengthened the CCMA's jurisdiction, whereby the CCMA was conferred with the exclusive jurisdiction to conciliate all unfair discrimination disputes, and to arbitrate all sexual harassment disputes and those unfair discrimination disputes referred by employees earning below the earnings threshold as determined by the Minister of Labour in terms of Section 6 of the Basic Conditions of Employment Act. Thus the most vulnerable were provided with better recourse to more expeditious dispute resolution in unfair discrimination disputes.

The increase in referrals received by the CCMA since the commencement of the 2014 amendments to the EEA bears testimony to the impact of the jurisdictional change. In the three years 2000-2002, 1071 unfair discrimination referrals were received by the CCMA. Since 2014, over 3 000 unfair discrimination referrals per year have been received, which totalled 1.8% of the CCMA annual case load.

CONSIDERATIONS FOR THE FUTURE

The area of employment equity and labour equality is ever evolving. There is still a long way to go for the removal of the barriers to economic advancement presented by unfair discrimination in South African workplaces.

The CCMA remains at the forefront of employment equity dispute resolution, seeking to play a catalyst role to engage in the realisation of employment equity for the designated groups, i.e. of black people, women and Persons with Disabilities in South Africa.

The CCMA welcomes and supports the proposed ILO Convention on sexual harassment against women and men in the workplace. The South African legislative framework is well aligned with the requirements expressed in the proposed Convention. It is hoped that such efforts will contribute to the eradication of unfair discrimination in the workplace towards an equitable society in which all may equally participate.

The CCMA salutes and congratulates the Commission for Employment Equity on its achievements to date and wishes it well in its important endeavours for the future. The CCMA will continue to support the CEE in our partnership agreement, expecting the partnership to bear good fruit in the years to come.



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5. WORKFORCE REPRESENTATION

5. WORKFORCE REPRESENTATION

This section of the report covers the statistical representation of the national and regional demographics of the Economically Active Population (EAP), which is contained in the Quarterly Labour Force Survey (QLFS) conducted and published by Statistics South Africa. The EAP includes people between the ages of 15 to 64 years who are either employed or unemployed, and who are seeking employment.

The EAP is used as a benchmark to assist employers in the analysis of their workforce to determine the degree of under-representation of the designated groups in the workforce. It also guides employers in the setting of numerical goals and targets for the achievement of an equitable and representative workforce. The EAP for Persons with Disabilities remains unavailable from Statistics South Africa, and as a result this sector is dependent on other avenues for the setting of benchmarks.

5.1 NATIONAL ECONOMICALLY ACTIVE POPULATION (EAP) BY POPULATION AND GENDER GROUP

TABLE 1: NATIONAL EAP BY POPULATION AND GENDER GROUP*						
MALE			FEMALE			TOTAL
AM	African Male	42.8%	AF	African Female	36.0%	78.8%
CM	Coloured Male	5.2%	CF	Coloured Female	4.4%	9.6%
IM	Indian Male	1.7%	IF	Indian Female	1.0%	2.6%
WM	White Male	5.1%	WF	White Female	3.9%	9.0%
		54.7%			45.3%	100.0%

(*Source: Statistics South Africa, (QLFS, Quarter 3 2018)

5.2 PROVINCIAL ECONOMICALLY ACTIVE (EAP) BY POPULATION AND GENDER GROUP

TABLE 2: PROVINCIAL EAP BY POPULATION AND GENDER GROUP*						
PROVINCE	GENDER	POPULATION GROUP				
		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL
Eastern Cape	Male	41.8%	5.3%	0.6%	4.0%	51.7%
	Female	40.3%	4.7%	0.3%	3.0%	48.3%
	TOTAL	82.1%	10.0%	0.9%	7.0%	100.0%
Free State	Male	48.7%	1.2%	0.6%	3.0%	53.5%
	Female	43.6%	1.1%	0.1%	1.6%	46.5%
	TOTAL	92.3%	2.4%	0.7%	4.6%	100.0%
Gauteng	Male	45.2%	1.3%	1.8%	7.3%	55.6%
	Female	35.8%	1.4%	1.2%	6.0%	44.4%
	TOTAL	81.0%	2.7%	3%	13.4%	100.0%
KwaZulu-Natal	Male	44.4%	0.9%	5.3%	2.0%	52.7%
	Female	41.9%	0.9%	3.3%	1.2%	47.3%
	TOTAL	86.3%	1.9%	8.6%	3.3%	100.0%
Limpopo	Male	53.5%	0.3%	0.6%	1.7%	56.2%
	Female	42.8%	0.3%	0.0%	0.7%	43.8%
	TOTAL	96.3%	0.7%	0.5%	2.3%	100.0%
Mpumalanga	Male	50.3%	0.3%	0.2%	3.3%	54.4%
	Female	43.2%	0.2%	0.7%	2.1%	45.6%
	TOTAL	93.5%	0.5%	0.9%	5.4%	100.0%
North West	Male	54.2%	0.7%	0.6%	3.6%	59.0%
	Female	37.7%	0.6%	0.0%	2.7%	41.0%
	TOTAL	91.9%	1.3%	0.6%	6.3%	100.0%
Northern Cape	Male	27.8%	22.8%	0.6%	4.0%	51.7%
	Female	21.1%	17.7%	0.3%	3.0%	48.3%
	TOTAL	48.8%	40.6%	0.9%	7.0%	100.0%
Western Cape	Male	20.3%	25.2%	0.5%	8.2%	54.3%
	Female	17.4%	21.2%	0.4%	6.8%	45.7%
	TOTAL	37.7%	46.4%	0.9%	15.0%	100.0%

(*Source: Statistics South Africa, (QLFS, Quarter3 2018)



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6. ANALYSIS OF EE REPORTS RECEIVED IN 2018



6. ANALYSIS OF EMPLOYMENT EQUITY REPORTS RECEIVED IN 2018

This section of the report provides an analysis of the extent of reporting by employers for 2018 by Province, Sector and Business Type. It includes information of the workforce profile, workforce movement and skills development by occupational level, population group, gender and disability for 2018. This section concludes with a trends analysis of the workforce profile from 2016 to 2018 by occupational level in terms of population group, gender and disability.

(Please note that when reading this report any reference to an increase or decrease in percentage refers to the percentage point difference.)

6.1 REPORTING FOR 2018

During the 2018 employment equity reporting period, 27 485 employment equity reports were submitted by designated employers covering 7 415 876 employees. In the 2017 reporting period, 27 163 employment equity reports were submitted by designated employers covering 7 299 428 employees. This represented an increase of 320 reports (1.2%) and an increase of 116 447 employees (1.6%) as compared to the 2017 reporting period.

TABLE 3: TOTAL NUMBER OF REPORTS AND THE NUMBER OF EMPLOYEES COVERED BY PROVINCE				
PROVINCE	REPORTS RECEIVED	% REPORTS RECEIVED	EMPLOYEES	% EMPLOYEES
Eastern Cape	1 426	5.2%	364 063	4.9%
Free State	728	2.6%	148 270	2.0%
Gauteng	12 090	44.0%	3 766 106	50.8%
KwaZulu-Natal	4 156	15.1%	950 274	12.8%
Limpopo	782	2.8%	266 824	3.6%
Mpumalanga	1 528	5.6%	369 911	5.0%
Northern Cape	673	2.4%	233 997	3.2%
North West	385	1.4%	89 006	1.2%
Western Cape	5 717	20.8%	1 227 425	16.6%
TOTAL	27 485	100.0%	7 415 876	100.0%

Table 3 shows that the majority of EE reports submitted in 2018 come from Gauteng, Western Cape and KwaZulu-Natal.

TABLE 4: TOTAL NUMBER OF REPORTS AND THE NUMBER OF EMPLOYEES COVERED BY SECTOR				
SECTOR	REPORTS RECEIVED	% REPORTS RECEIVED	EMPLOYEES	% EMPLOYEES
Agriculture	3 684	13.4%	606 756	8.2%
Mining	779	2.8%	398 084	5.4%
Manufacturing	4 961	18.0%	900 180	12.1%
Electricity	426	1.5%	157 982	2.1%
Construction	2 688	9.8%	363 709	4.9%
Retail	2 185	7.9%	621 833	8.4%
Wholesale	3 622	13.2%	530 603	7.2%
Catering	1 605	5.8%	307 699	4.1%
Transport	1 874	6.8%	445 299	6.0%
Finance	3 164	11.5%	946 255	12.8%
Community	2 497	9.1%	2 137 476	28.8%
TOTAL	27 485	100.0%	7 415 876	100.0%

Table 4 indicates that the highest number of reports submitted were from the Manufacturing, Agriculture, Wholesale and Finance sectors. Even though the majority of reports came from the Manufacturing sector, the Community sector (as defined in Schedule 4 of the Act) is the largest employer amongst the sectors.

TABLE 5: TOTAL NUMBER OF REPORTS AND EMPLOYEES COVERED BY BUSINESS TYPE				
BUSINESS TYPE	REPORTS RECEIVED	% REPORTS RECEIVED	EMPLOYEES	% EMPLOYEES
National Government	58	0.2%	418 286	5.6%
Provincial Government	133	0.5%	498 327	6.7%
Local Government	184	0.7%	191 167	2.6%
Private Sector	26 113	95.0%	5 445 848	73.4%
Non-Profit Organisations	566	2.1%	179 914	2.4%
State-Owned Enterprises	133	0.5%	194 124	2.6%
Educational Institutions	298	1.1%	488 210	6.6%
TOTAL	27 485	100.0%	7 415 876	100.0%

Table 5 shows that the Private Sector accounted for the vast majority of the reports submitted.

6.2 ANALYSIS OF WORKFORCE PROFILE, WORKFORCE MOVEMENT AND SKILLS DEVELOPMENT BY OCCUPATIONAL LEVEL, PROVINCE, SECTOR AND BUSINESS TYPE AND BY POPULATION GROUP, GENDER AND DISABILITY

The analysis below is benchmarked against the National Economically Active Population:

NATIONAL EAP BY POPULATION AND GENDER GROUP*						
MALE			FEMALE			TOTAL
AM	African Male	42.8%	AF	African Female	36.0%	78.8%
CM	Coloured Male	5.2%	CF	Coloured Female	4.4%	9.6%
IM	Indian Male	1.7%	IF	Indian Female	1.0%	2.6%
WM	White Male	5.1%	WF	White Female	3.9%	9.0%
TOTAL		54.7%	TOTAL		45.3%	100.0%

6.2.1 WORKFORCE PROFILE AT THE TOP MANAGEMENT LEVEL BY POPULATION GROUP, GENDER AND DISABILITY

The purpose of the workforce profile analysis is to give an indication of representivity at different occupational levels as reported by designated employers.

FIGURE 1: TOP MANAGEMENT BY POPULATION GROUP (ALL EMPLOYERS)

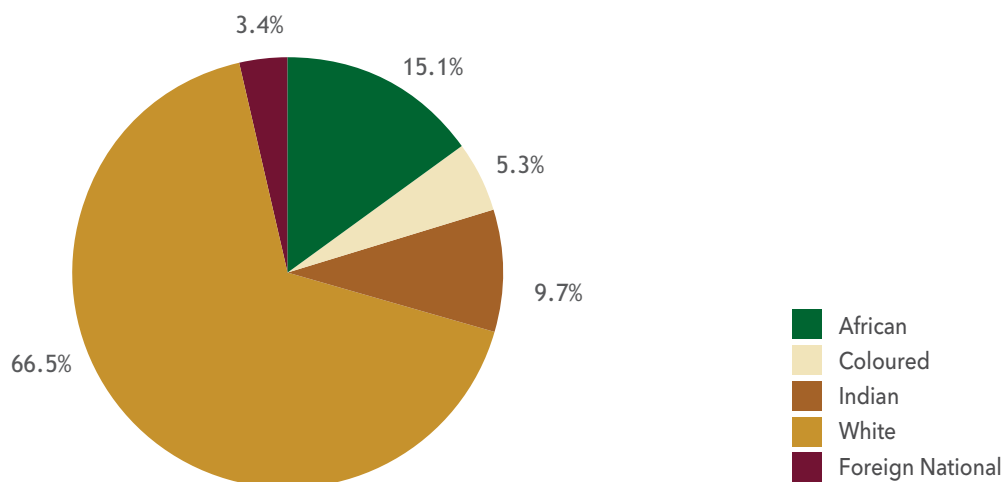


Figure 1 shows that the representation of the African Population Group at the Top management level constitutes 15%, whilst this group constitutes 79% of their EAP.

FIGURE 2: TOP MANAGEMENT BY GENDER (ALL EMPLOYERS)

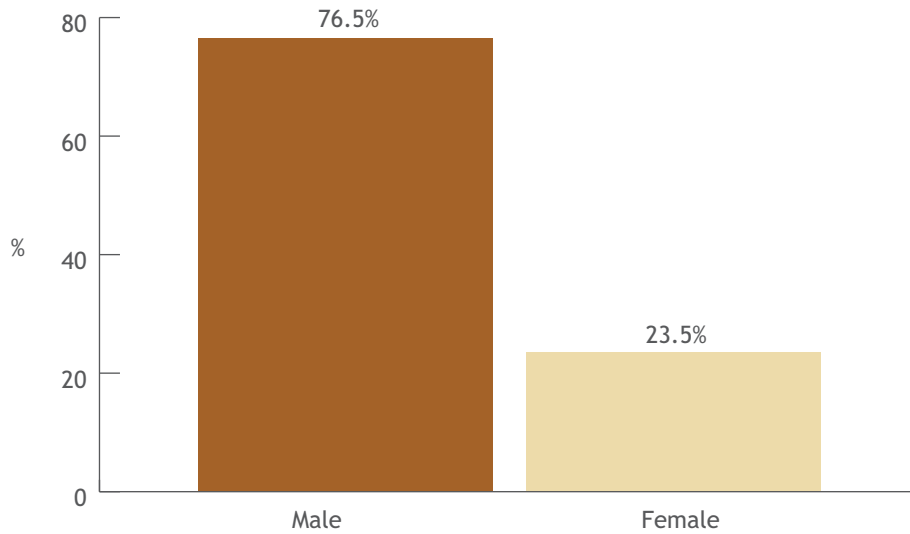


Figure 2 shows that Female representation at the Top Management level is approximately half their EAP.

FIGURE 3: TOP MANAGEMENT- GOVERNMENT AND PRIVATE SECTOR BY POPULATION GROUP¹

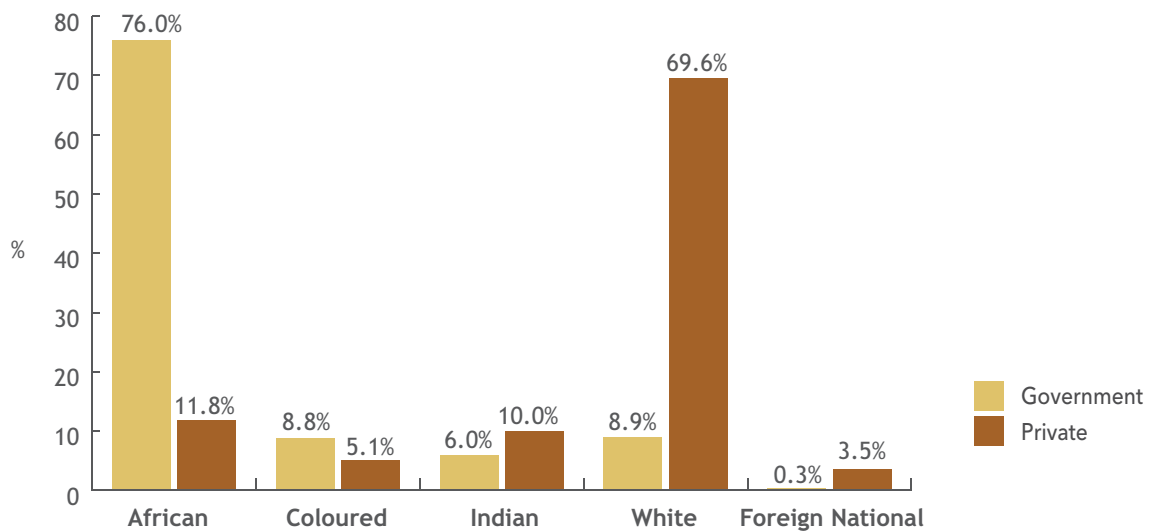


Figure 3 shows that in the Private Sector the representation of the White Population Group is nearly eight times their EAP and in the Government the representation is more aligned to their EAP. The Private Sector employs more Foreign Nationals than Government at this occupational level.

¹ Government in this section of the report includes National Departments, Provincial Departments and Local government, excludes State-Owned Enterprises

FIGURE 4: TOP MANAGEMENT-GOVERNMENT AND PRIVATE SECTOR BY GENDER

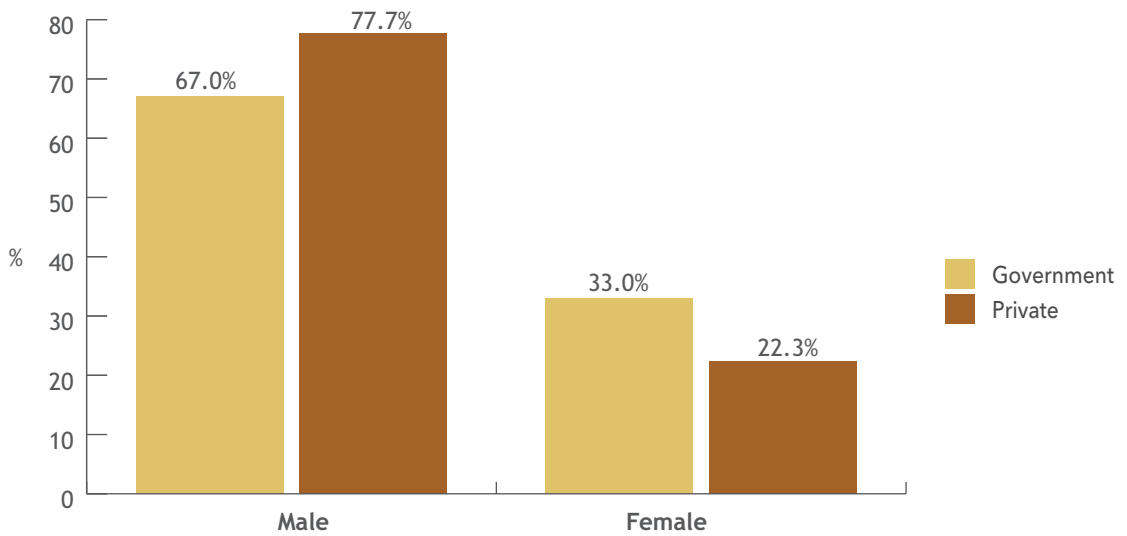


Figure 4 shows that the Top Management level is predominantly Male in both the Private and Government. Female representation is still significantly lower than their EAP in both these sectors.

FIGURE 5: TOP MANAGEMENT- DISABILITY (ALL EMPLOYERS)

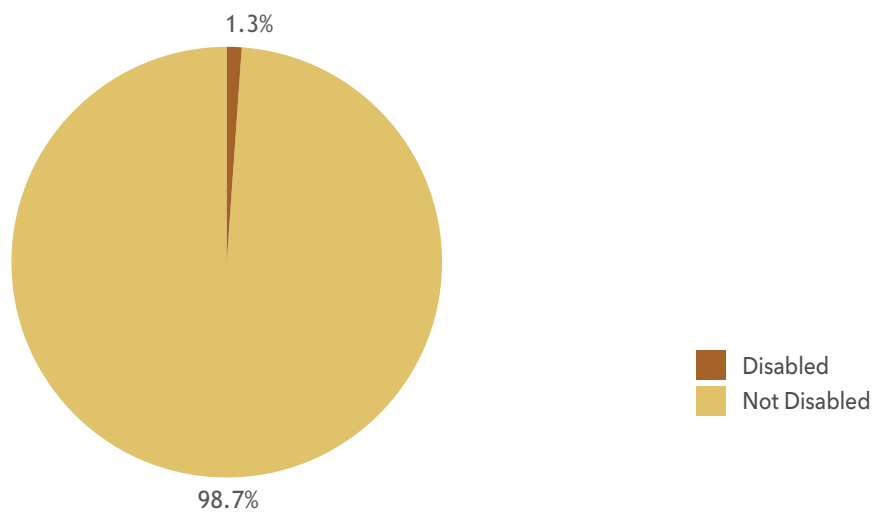


Figure 5 shows that the representation of Persons with Disabilities at the Top Management Level remains negligible.

TABLE 6: WORKFORCE PROFILE AT THE TOP MANAGEMENT LEVEL BY POPULATION GROUP AND GENDER FOR PERSONS WITH DISABILITIES (ALL EMPLOYERS)										
MALE				FEMALE				FOREIGN NATIONAL		TOTAL
AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
10.2%	5.0%	12.3%	45.4%	4.6%	4.0%	5.0%	11.5%	1.5%	0.5%	100.0%

Table 6 shows that when Employers employ Persons with Disabilities it is mainly from the White Population Group.

TABLE 7: WORKFORCE PROFILE AT THE TOP MANAGEMENT LEVEL BY PROVINCE, POPULATION GROUP AND GENDER											
PROVINCE	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
Eastern Cape	11.1%	4.1%	2.5%	58.9%	5.4%	2.6%	0.5%	12.6%	2.0%	0.2%	100%
Free State	17.3%	1.7%	0.9%	58.6%	7.9%	0.6%	0.6%	12.0%	0.2%	0.1%	100.0%
Gauteng	10.8%	2.0%	6.4%	52.1%	6.3%	1.3%	2.8%	13.6%	4.0%	0.7%	100.0%
KwaZulu-Natal	10.1%	1.6%	19.0%	44.9%	4.3%	0.7%	7.4%	9.7%	2.0%	0.3%	100.0%
Limpopo	17.7%	0.7%	4.6%	51.3%	8.8%	0.4%	1.0%	14.4%	1.0%	0.2%	100.0%
Mpumalanga	16.8%	1.2%	3.1%	55.6%	7.0%	0.7%	1.3%	12.8%	1.3%	0.1%	100.0%
Northern Cape	13.2%	9.8%	1.7%	56.3%	4.9%	3.8%	0.5%	8.6%	1.0%	0.2%	100.0%
North West	23.2%	0.9%	2.7%	50.6%	7.4%	0.3%	0.8%	12.9%	1.1%	0.2%	100.0%
Western Cape	3.1%	8.7%	2.5%	60.7%	1.3%	5.0%	1.3%	14.9%	2.1%	0.4%	100.0%

Table 7 above shows that the highest percentage of Top Management representation is from the White Population Group. The highest Foreign National representation is recorded in Gauteng, followed by Western Cape, KwaZulu-Natal and Eastern Cape respectively.

TABLE 8: WORKFORCE PROFILE AT THE TOP MANAGEMENT LEVEL BY SECTOR, POPULATION GROUP AND GENDER											
SECTOR	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
Agriculture	5.8%	2.7%	1.1%	72.0%	2.0%	1.9%	0.3%	13.3%	0.8%	0.1%	100.0%
Mining and Quarrying	20.5%	2.6%	2.5%	54.3%	7.1%	0.7%	1.2%	7.8%	3.0%	0.4%	100.0%
Manufacturing	5.8%	3.3%	9.3%	58.7%	3.0%	1.6%	2.8%	10.4%	4.5%	0.5%	100.0%
Electricity, Gas and Water	22.4%	4.8%	5.7%	38.4%	12.7%	2.3%	3.6%	6.1%	3.5%	0.4%	100.0%
Construction	13.8%	5.5%	5.9%	55.9%	5.3%	2.0%	2.5%	6.7%	2.2%	0.3%	100.0%
Retail and Motor Trade/Repair Service	4.7%	3.3%	8.9%	59.8%	2.0%	2.0%	2.8%	14.8%	1.4%	0.2%	100.0%
Wholesale Trade/Commercial Agents/Allied Services	4.7%	2.7%	10.7%	55.9%	2.8%	1.4%	3.7%	14.7%	2.8%	0.6%	100.0%
Catering/Accommodation/other trade	8.9%	2.4%	4.5%	49.3%	5.6%	2.3%	2.4%	20.4%	3.6%	0.8%	100.0%
Transport/Storage/Communications	11.5%	3.4%	9.4%	46.7%	6.4%	2.4%	4.2%	11.0%	4.6%	0.4%	100.0%
Finance/Business Services	9.4%	2.7%	5.8%	50.3%	5.7%	2.3%	3.4%	16.2%	3.3%	0.9%	100.0%
Community/Social/Personal Services	21.7%	4.0%	5.1%	33.3%	11.5%	2.2%	3.1%	17.0%	1.4%	0.7%	100.0%

Table 8 shows that in all sectors of the economy the White Population Group representation is more than half their EAP and the African Population Group representation is less than a third of their EAP at this level. The representation of the Foreign National Population Group is recorded as being the highest in the Manufacturing and the Transport, Storage and Communication Sectors.

TABLE 9: WORKFORCE PROFILE AT THE TOP MANAGEMENT LEVEL BY BUSINESS TYPE, POPULATION GROUP AND GENDER											
BUSINESS TYPE	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
National Government	45.7%	6.3%	5.6%	5.8%	27.3%	2.7%	2.7%	3.4%	0.5%	0.2%	100.0%
Provincial Government	49.3%	5.8%	2.1%	5.3%	28.1%	3.7%	1.9%	3.4%	0.0%	0.3%	100.0%
Local Government	51.8%	6.6%	4.6%	6.7%	24.9%	1.9%	1.3%	2.2%	0.1%	0.0%	100.0%
Private Sector	7.9%	3.2%	7.1%	56.4%	3.9%	1.9%	2.9%	13.2%	3.0%	0.5%	100.0%
Non-Profit Organisations	20.3%	5.7%	3.6%	25.4%	13.1%	3.6%	3.8%	19.4%	3.2%	1.9%	100.0%
State Owned Enterprises	37.1%	3.7%	6.4%	16.1%	22.9%	2.7%	2.8%	6.7%	1.0%	0.5%	100.0%
Educational Institutions	12.9%	2.4%	3.4%	35.5%	8.4%	2.0%	2.1%	28.6%	3.1%	1.5%	100.0%

Table 9 shows that the representation of the African Population Group at Top Management level is higher in all types of Government, whereas the representation of the White and Indian Population Groups is higher than their respective EAP in the Private Sector.

TABLE 10: WORKFORCE MOVEMENT AT THE TOP MANAGEMENT LEVEL BY POPULATION GROUP AND GENDER (ALL EMPLOYERS)											
	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
Workforce profile-all employees	10.0%	3.4%	6.9%	53.3%	5.1%	2.0%	2.9%	13.1%	2.9%	0.5%	100.0%
Recruitment	21.6%	4.5%	6.3%	33.9%	11.7%	2.0%	4.0%	10.2%	4.9%	0.9%	100.0%
Promotion	17.3%	4.4%	7.7%	33.3%	10.7%	4.3%	4.8%	13.5%	3.2%	0.8%	100.0%
Terminations	17.0%	3.9%	5.8%	45.3%	6.5%	1.9%	2.0%	11.8%	4.9%	0.8%	100.0%
Skills Development	15.8%	4.1%	7.6%	38.4%	12.1%	3.3%	4.5%	14.1%	0	0	100.0%

Table 10 shows the overrepresentation of the White Population Group at this level in terms of the EAP is likely to continue as most recruitment, promotional and skills development opportunities at this occupational level accrued to this population group in 2018.

6.2.2 WORKFORCE PROFILE AT THE SENIOR MANAGEMENT LEVEL BY POPULATION GROUP, GENDER AND DISABILITY

FIGURE 6: SENIOR MANAGEMENT BY POPULATION GROUP (ALL EMPLOYERS)

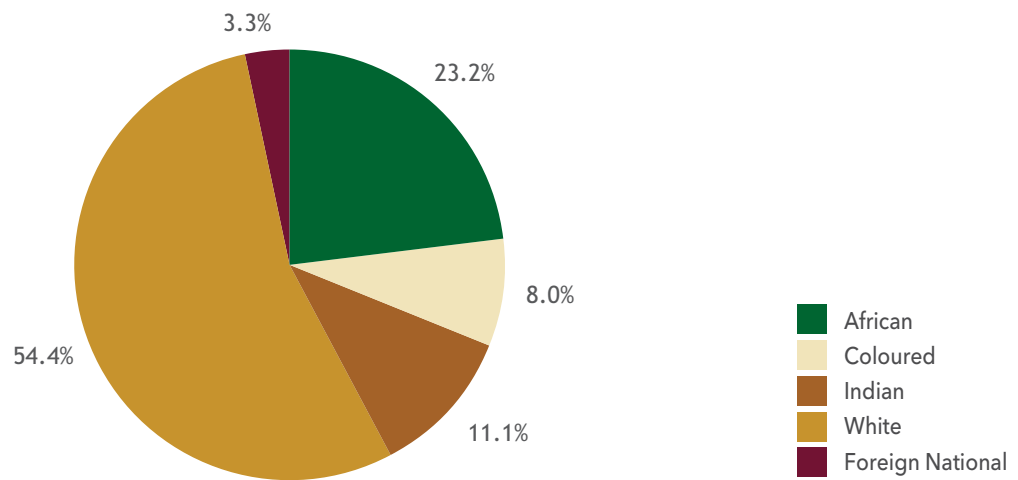


Figure 6 shows that the representation of the White Population Group is more than six times their EAP at this level.

FIGURE 7: SENIOR MANAGEMENT BY GENDER (ALL EMPLOYERS)

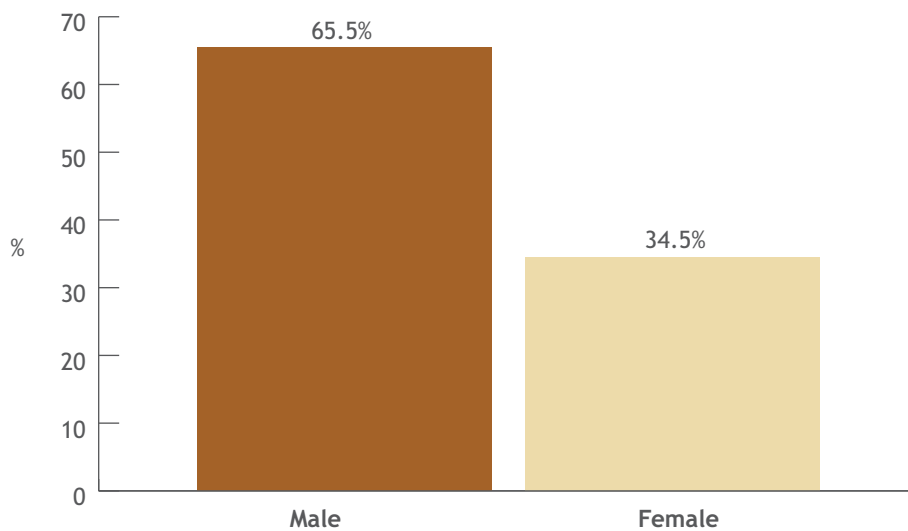


Figure 7 shows that the representation of Female Population Group is less than their EAP at the Senior Management level.

FIGURE 8: SENIOR MANAGEMENT-GOVERNMENT AND PRIVATE SECTOR BY POPULATION GROUP

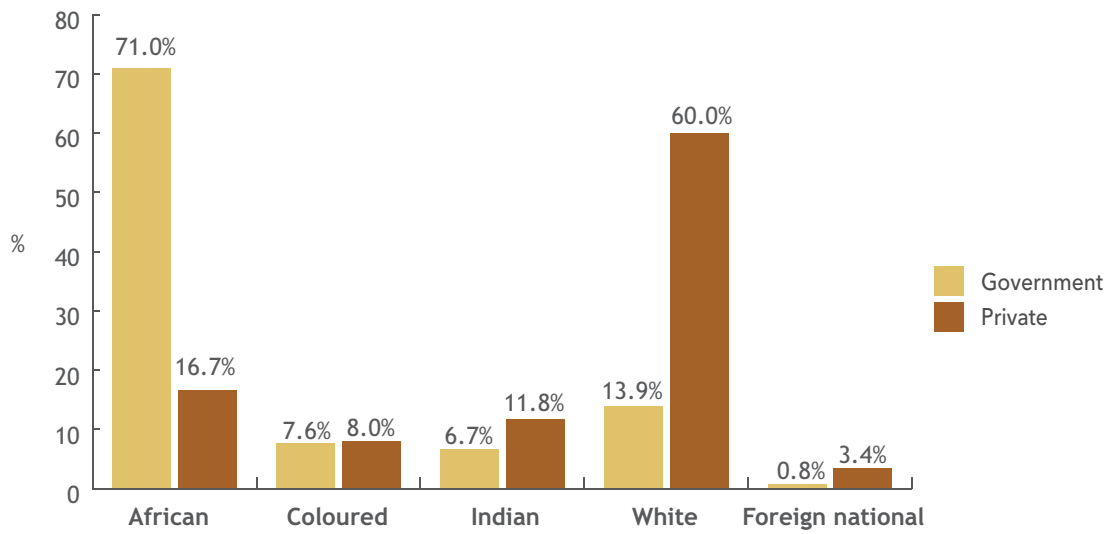


Figure 8 shows that Government is the highest employer of the African Population Group and the Private Sector is the highest employer of the White Population Group at this occupational level. The Private Sector employs more Foreign Nationals than Government at this level.

FIGURE 9: SENIOR MANAGEMENT-GOVERNMENT AND PRIVATE SECTOR BY GENDER

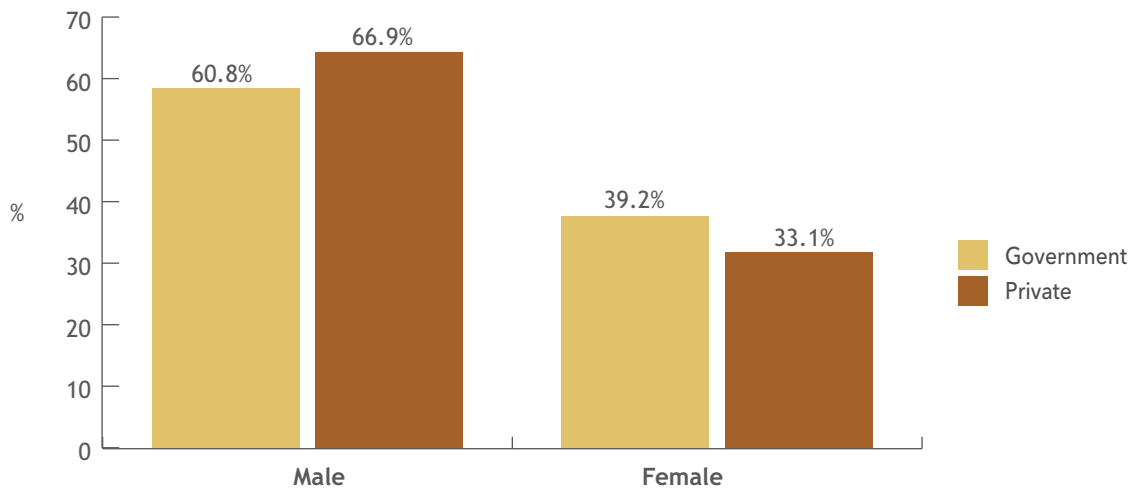


Figure 9 shows that Senior Management level is predominantly Male in both the Private and Government. Female representation remains significantly lower than their EAP in both sectors.

FIGURE 10: SENIOR MANAGEMENT- DISABILITY (ALL EMPLOYERS)

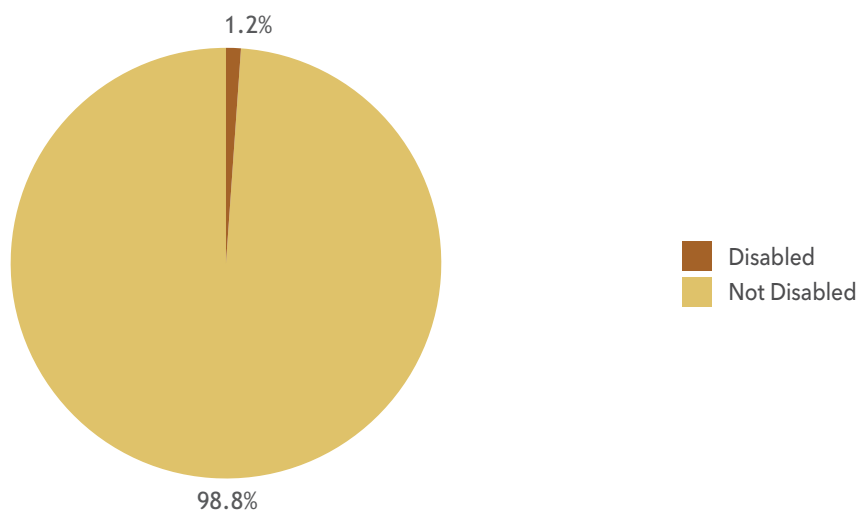


Figure 10 illustrates that the representation of Persons with Disabilities at the Senior Management level remains negligible.

TABLE 11: WORKFORCE PROFILE AT THE SENIOR MANAGEMENT LEVEL BY POPULATION GROUP AND GENDER FOR PERSONS WITH DISABILITIES (ALL EMPLOYERS)

MALE				FEMALE				FOREIGN NATIONAL		TOTAL
AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
11.2%	5.9%	8.8%	40.1%	6.5%	4.1%	4.7%	17.1%	1.2%	0.6%	100.0%

Table 11 indicates that Persons with Disabilities are mainly recruited from the White Population Group.

TABLE 12: WORKFORCE PROFILE AT THE SENIOR MANAGEMENT LEVEL BY PROVINCE, POPULATION GROUP AND GENDER

PROVINCE	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
Eastern Cape	17.7%	6.5%	2.1%	40.2%	10.3%	3.1%	1.0%	17.1%	1.7%	0.3%	100.0%
Free State	22.4%	3.0%	1.3%	41.6%	11.3%	1.5%	0.6%	17.7%	0.6%	0.2%	100.0%
Gauteng	14.9%	3.2%	7.0%	36.6%	9.6%	2.2%	4.0%	18.4%	3.0%	1.0%	100.0%
KwaZulu-Natal	14.6%	2.5%	20.1%	27.7%	8.3%	1.8%	9.9%	13.2%	1.6%	0.3%	100.0%
Limpopo	34.4%	0.5%	1.8%	28.8%	18.2%	0.3%	0.9%	12.8%	1.9%	0.4%	100.0%
Mpumalanga	28.4%	1.2%	2.7%	38.2%	12.1%	0.5%	0.6%	14.5%	1.5%	0.3%	100.0%
Northern Cape	17.2%	10.9%	0.9%	40.2%	7.5%	5.8%	0.2%	16.1%	1.0%	0.1%	100.0%
North West	27.0%	1.5%	2.4%	37.6%	11.5%	1.1%	0.7%	15.5%	2.4%	0.2%	100.0%
Western Cape	5.4%	12.5%	3.2%	41.2%	3.0%	8.7%	2.1%	21.2%	2.0%	0.7%	100.0%

Table 12 shows that the highest percentage of Senior Management representation is from the White Population Group. The highest Foreign National representation is recorded in Gauteng, followed by Western Cape and North West respectively.

TABLE 13: WORKFORCE PROFILE AT THE SENIOR MANAGEMENT LEVEL BY SECTOR, POPULATION GROUP AND GENDER											
SECTOR	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
Agriculture	9.1%	4.3%	1.5%	58.1%	3.5%	2.1%	0.8%	19.4%	1.1%	0.2%	100.0%
Mining and Quarrying	21.9%	2.5%	4.0%	51.6%	5.8%	0.8%	1.9%	8.8%	2.3%	0.4%	100.0%
Manufacturing	9.7%	5.8%	9.7%	44.7%	4.5%	2.9%	4.0%	15.4%	2.9%	0.5%	100.0%
Electricity, Gas and Water	31.1%	3.9%	5.6%	23.5%	19.9%	2.3%	2.9%	8.5%	2.0%	0.4%	100.0%
Construction	17.0%	6.3%	5.8%	46.2%	6.5%	2.1%	1.8%	11.3%	2.5%	0.5%	100.0%
Retail and Motor Trade/ Repair Service	11.0%	6.4%	8.4%	38.2%	6.3%	4.8%	4.0%	19.3%	1.2%	0.4%	100.0%
Wholesale Trade/ Commercial Agents/ Allied Services	9.5%	4.4%	11.1%	37.7%	5.6%	3.7%	4.9%	20.2%	2.3%	0.6%	100.0%
Catering/ Accommodation/ other trade	14.2%	4.5%	4.0%	29.5%	11.2%	5.2%	2.8%	25.1%	2.5%	1.0%	100.0%
Transport/ Storage/ Communications	15.4%	4.9%	9.6%	33.9%	8.2%	2.9%	4.5%	15.6%	4.1%	0.9%	100.0%
Finance/Business Services	10.0%	3.7%	7.7%	35.0%	7.8%	3.4%	5.8%	22.0%	3.2%	1.4%	100.0%
Community/ Social/Personal Services	28.0%	4.5%	4.0%	17.8%	18.9%	3.4%	3.3%	17.6%	1.6%	0.9%	100.0%

A high representation of the White Population Group is noted at this level across all sectors as shown in Table 13. In Electricity, Gas and Water sector as well as in the Community, Social and Personal Services and Mining and Quarrying sector, an overall increase in the African Population Group is noted across the gender groups.

TABLE 14: WORKFORCE PROFILE AT THE SENIOR MANAGEMENT LEVEL BY BUSINESS TYPE, POPULATION GROUP AND GENDER											
BUSINESS TYPE	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
National Government	39.2%	4.4%	4.5%	8.8%	29.6%	2.5%	3.4%	6.5%	0.6%	0.5%	100.0%
Provincial Government	44.2%	5.4%	2.9%	5.8%	31.1%	3.8%	2.5%	3.8%	0.5%	0.1%	100.0%
Local Government	46.6%	5.4%	4.3%	11.3%	24.4%	2.0%	1.6%	3.9%	0.3%	0.1%	100.0%
Private Sector	10.8%	4.7%	7.7%	41.0%	5.9%	3.2%	4.1%	19.1%	2.7%	0.8%	100.0%
Non-Profit Organisations	25.8%	5.4%	3.6%	16.6%	17.3%	5.0%	3.3%	18.6%	2.7%	1.7%	100.0%
State Owned Enterprises	32.7%	4.7%	7.5%	15.5%	23.1%	2.7%	3.8%	7.6%	1.7%	0.5%	100.0%
Educational Institutions	16.3%	3.1%	3.2%	23.4%	9.5%	2.7%	3.5%	32.2%	4.2%	1.8%	100.0%

Representation of the African Population Group and the Female Groups at Senior Management level is reasonable in Government, whereas the representation of the White and Indian Population Groups in the Private Sector is higher than their respective EAPs. The Educational Institutions have a relatively high representation of the Foreign National Population Group (6%) at this occupational level.

TABLE 15: WORKFORCE MOVEMENT AT THE SENIOR MANAGEMENT LEVEL BY POPULATION GROUP AND GENDER (ALL EMPLOYERS)											
	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
Workforce profile- all employees	14.5%	4.7%	7.2%	36.6%	8.6%	3.2%	3.9%	17.9%	2.5%	0.8%	100.0%
Recruitment	17.1%	5.0%	6.9%	33.0%	10.8%	3.3%	4.3%	15.3%	3.3%	0.9%	100.0%
Promotion	19.0%	5.4%	7.8%	26.3%	11.6%	4.3%	5.7%	16.4%	2.5%	1.0%	100.0%
Terminations	14.7%	4.8%	6.3%	38.2%	8.4%	3.0%	3.7%	16.7%	3.1%	0.9%	100.0%
Skills Development	16.4%	8.6%	7.4%	25.8%	13.6%	7.7%	4.7%	15.9%	0	0	100.0%

Table 15 shows a dominant pattern of recruitment, promotion and skills development of the White Population Group at this level.

6.2.3 PROFESSIONALLY QUALIFIED LEVEL BY POPULATION GROUP, GENDER AND DISABILITY

FIGURE 11: PROFESSIONALLY QUALIFIED LEVEL BY POPULATION GROUP (ALL EMPLOYERS)

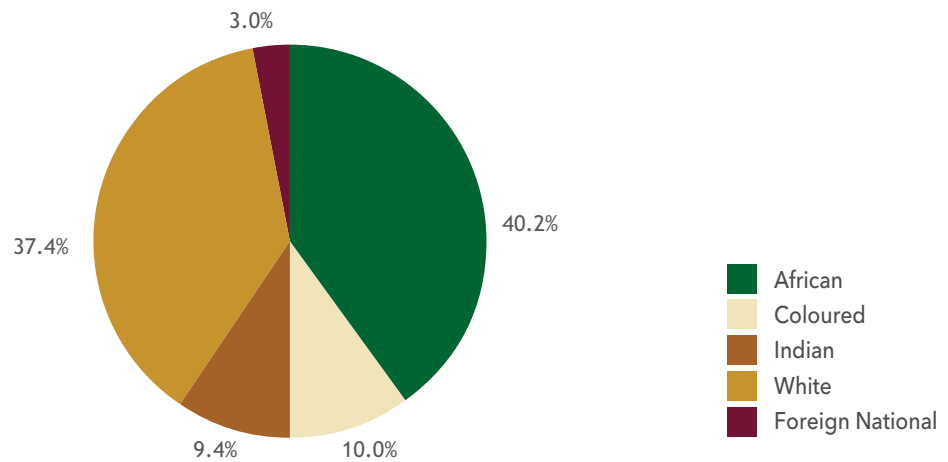


Figure 11 shows that the African Population Group (40,2%) at this level is higher compared to the representation at the Senior Management level. The representation of the White Population Group is approximately four times their EAP at this occupational level.

FIGURE 12: PROFESSIONALLY QUALIFIED LEVEL BY GENDER (ALL EMPLOYERS)

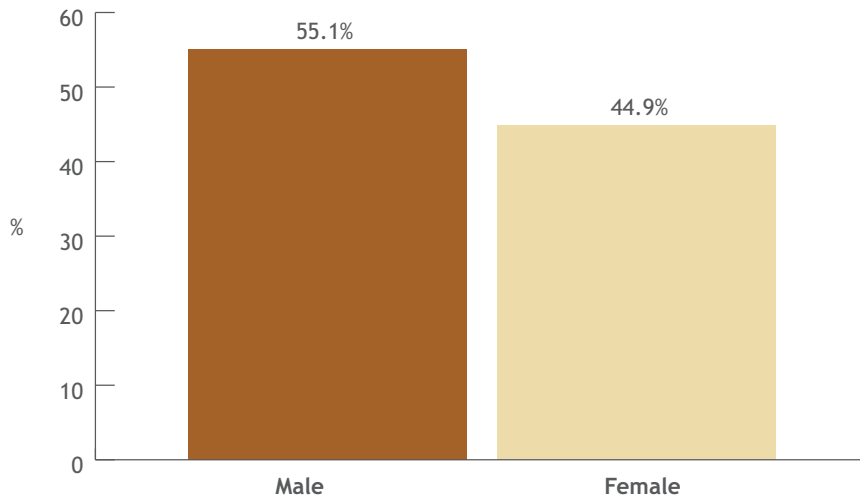


Figure 12 shows that more aligned representation of the designated groups to their EAP of both the Male and Female Population Groups at the Professionally Qualified level.

FIGURE 13: PROFESSIONALLY QUALIFIED LEVEL BY GOVERNMENT AND PRIVATE SECTOR AND POPULATION GROUP

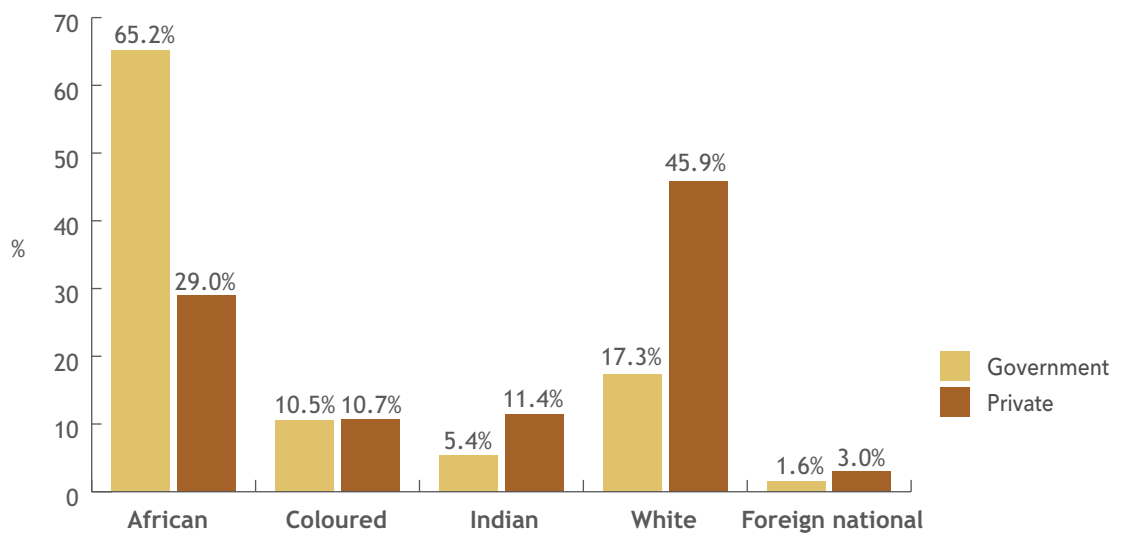
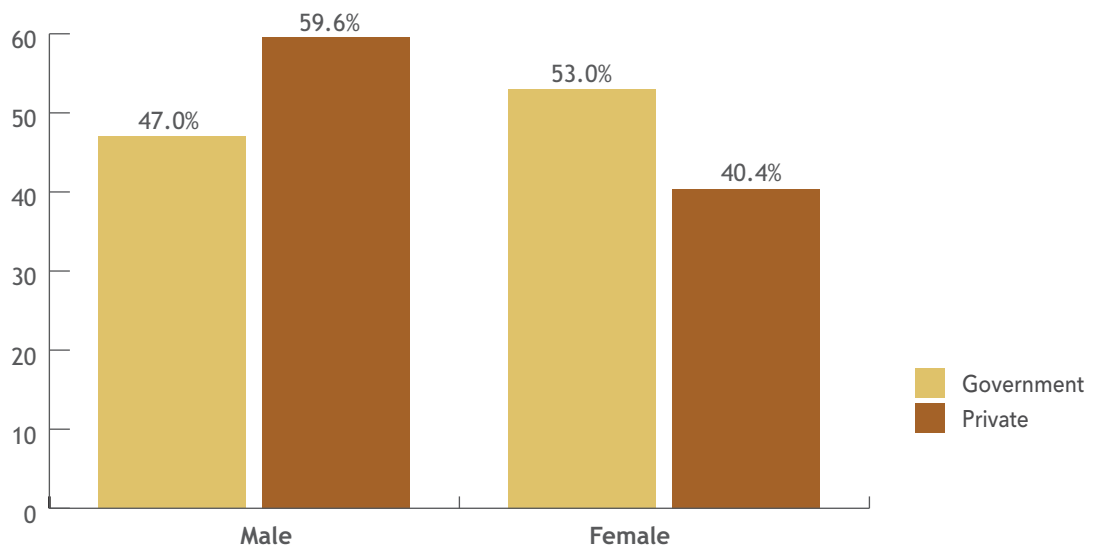


Figure 13 Government is aligned to the EAP of the various Population Groups and the White Population Group is highest in the Private Sector compared to the other Population Groups at this level.

FIGURE 14: PROFESSIONALLY QUALIFIED LEVEL BY GOVERNMENT AND PRIVATE SECTOR AND GENDER



At the Professionally Qualified level, Females in Government have surpassed their EAP by almost 8% as shown in Figure 14. There is a higher representation of Males in the Private Sector.

FIGURE 15: PROFESSIONALLY QUALIFIED LEVEL – DISABILITY (ALL EMPLOYERS)

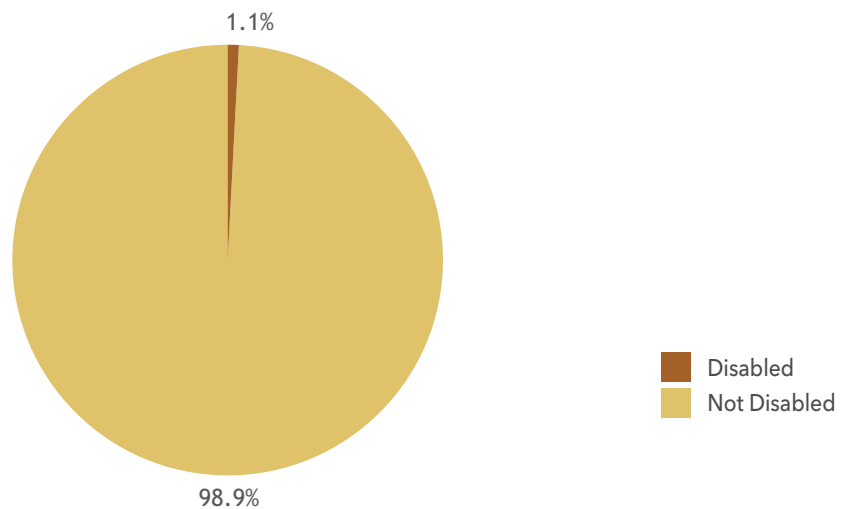


Figure 15 shows that the representation of Persons with Disabilities at this level remains negligible.

TABLE 16: WORKFORCE PROFILE AT THE PROFESSIONALLY QUALIFIED LEVEL BY POPULATION GROUP AND GENDER FOR PERSONS WITH DISABILITIES (ALL EMPLOYERS)

MALE				FEMALE				FOREIGN NATIONAL		TOTAL
AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
16.4%	5.7%	5.7%	28.6%	14.1%	4.4%	4.2%	19.8%	0.8%	0.3%	100.0%

Table 16 shows a higher representation of Persons with Disabilities are from the White Population Group.

TABLE 17: WORKFORCE PROFILE AT THE PROFESSIONALLY QUALIFIED LEVEL BY PROVINCE, POPULATION GROUP AND GENDER											
PROVINCE	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
Eastern Cape	26.2%	6.1%	1.6%	16.9%	29.2%	4.4%	0.9%	11.8%	2.1%	0.8%	100.0%
Free State	28.7%	2.7%	0.4%	28.8%	17.4%	2.0%	0.3%	18.1%	1.3%	0.4%	100.0%
Gauteng	21.0%	4.0%	5.4%	23.3%	18.7%	3.5%	4.4%	16.5%	2.2%	0.9%	100.0%
KwaZulu-Natal	22.7%	2.3%	14.4%	13.6%	21.6%	2.1%	11.2%	9.8%	1.8%	0.6%	100.0%
Limpopo	39.2%	0.2%	0.4%	6.7%	46.5%	0.2%	0.3%	4.7%	1.3%	0.5%	100.0%
Mpumalanga	33.2%	0.6%	1.1%	19.7%	28.7%	0.6%	0.8%	11.2%	3.1%	0.9%	100.0%
Northern Cape	18.1%	15.8%	0.7%	18.4%	15.9%	13.7%	0.7%	14.4%	1.8%	0.6%	100.0%
North West	28.6%	1.2%	1.3%	22.1%	23.5%	1.3%	1.0%	16.3%	3.7%	1.1%	100.0%
Western Cape	8.9%	14.7%	2.7%	24.6%	8.4%	14.5%	2.3%	21.0%	2.0%	0.8%	100.0%

Table 17 shows that the African Population Group representation is higher in Limpopo (85.6%) and Mpumalanga (61,9%) respectively versus the highest representation of the White Population Group in the Western Cape (45.6%) compared to their respective EAPs.

TABLE 18: WORKFORCE PROFILE AT THE PROFESSIONALLY QUALIFIED LEVEL BY SECTOR, POPULATION GROUP AND GENDER											
SECTOR	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
Agriculture	18.2%	5.7%	1.9%	37.7%	9.3%	3.2%	1.5%	20.6%	1.4%	0.4%	100.0%
Mining and Quarrying	29.3%	3.4%	2.3%	37.9%	11.6%	1.2%	1.5%	10.1%	2.2%	0.4%	100.0%
Manufacturing	16.1%	6.6%	8.6%	35.1%	8.5%	3.7%	4.3%	14.5%	2.1%	0.5%	100.0%
Electricity, Gas and Water	32.0%	4.9%	5.1%	19.5%	25.3%	2.4%	2.5%	6.6%	1.3%	0.3%	100.0%
Construction	25.8%	7.4%	4.6%	34.8%	9.6%	1.9%	1.9%	10.3%	3.3%	0.5%	100.0%
Retail and Motor Trade/Repair Service	17.7%	7.7%	7.0%	23.2%	13.7%	7.8%	4.6%	17.0%	0.8%	0.4%	100.0%
Wholesale Trade/Commercial Agents/Allied Services	15.4%	5.4%	7.3%	27.1%	11.2%	4.6%	5.3%	21.0%	2.1%	0.6%	100.0%
Catering/Accommodation/other trade	19.4%	5.3%	3.8%	18.0%	19.3%	6.9%	3.1%	19.5%	3.1%	1.5%	100.0%
Transport/Storage/Communications	22.9%	6.0%	7.5%	26.9%	12.8%	3.3%	4.0%	12.8%	3.1%	0.8%	100.0%
Finance/Business Services	15.2%	5.2%	6.9%	22.5%	14.9%	5.9%	6.5%	19.4%	2.4%	1.1%	100.0%
Community/Social/Personal Services	25.4%	4.0%	2.6%	9.7%	32.2%	5.1%	3.4%	14.5%	2.0%	1.0%	100.0%

Table 18 shows that the highest percentage of the African Population Group is found in Community, Social and Personal Services as well as the Electricity, Gas and Water Supply Sector at this level. A relatively high representation (4,6%) of the Foreign National Population Group is recorded in the Catering, Accommodation and Other Trade Sector.

BUSINESS TYPE	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
National Government	34.5%	4.6%	2.6%	11.4%	31.9%	3.6%	2.0%	8.2%	0.8%	0.4%	100.0%
Provincial Government	26.3%	3.9%	2.3%	5.7%	38.2%	7.4%	3.8%	10.1%	1.5%	0.7%	100.0%
Local Government	36.8%	8.9%	2.6%	11.7%	28.0%	4.9%	1.5%	5.3%	0.2%	0.1%	100.0%
Private Sector	17.0%	5.9%	6.5%	28.0%	12.0%	4.9%	4.8%	17.9%	2.3%	0.8%	100.0%
Non-Profit Organisations	23.9%	7.7%	2.2%	12.1%	25.4%	6.7%	2.8%	15.9%	1.9%	1.4%	100.0%
State Owned Enterprises	31.9%	4.4%	5.2%	18.4%	25.3%	2.9%	3.0%	7.0%	1.4%	0.5%	100.0%
Educational Institutions	21.2%	2.2%	3.0%	11.0%	30.4%	2.5%	3.5%	20.2%	4.1%	2.0%	100.0%

Table 19 shows that the representation of the White and Indian Population Groups is higher than their respective EAP in the Private Sector at this level. The percentage representation of the African Population Group is higher than 60% in all Government (national, provincial and local).

	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
Workforce profile-all employees	20.9%	5.2%	5.2%	21.6%	19.3%	4.8%	4.2%	15.8%	2.2%	0.8%	100.0%
Recruitment	21.3%	4.9%	5.4%	21.8%	18.4%	4.2%	4.6%	14.8%	3.3%	1.2%	100.0%
Promotion	25.5%	5.4%	5.5%	14.5%	23.4%	5.6%	5.6%	11.6%	1.9%	0.9%	100.0%
Terminations	20.4%	4.8%	4.9%	23.5%	20.0%	3.7%	3.8%	15.0%	2.8%	1.1%	100.0%
Skills Development	27.9%	4.7%	4.2%	12.0%	30.4%	6.2%	3.7%	10.8%	0	0	100.0%

Table 20 shows that the African Population Group are the main beneficiaries of recruitment (39.7%), promotion (48.9%) and skills development (58.3%) opportunities as compared to the other Population Groups.

6.2.4 SKILLED, TECHNICAL AND ACADEMICALLY QUALIFIED/JUNIOR MANAGEMENT/SUPERVISORS/ FOREMEN/SUPERINTENDENTS LEVEL BY POPULATION GROUP, GENDER AND DISABILITY

FIGURE 16: SKILLED LEVEL BY POPULATION GROUP (ALL EMPLOYERS)

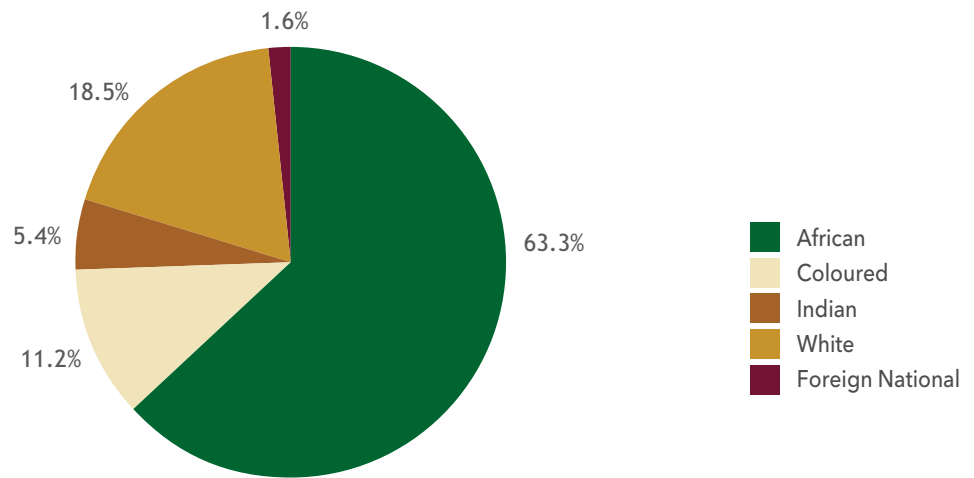


Figure 16 shows that at this occupational level, the representation of the African Population Group totals 63.3% .

FIGURE 17: SKILLED LEVEL BY GENDER (ALL EMPLOYERS)

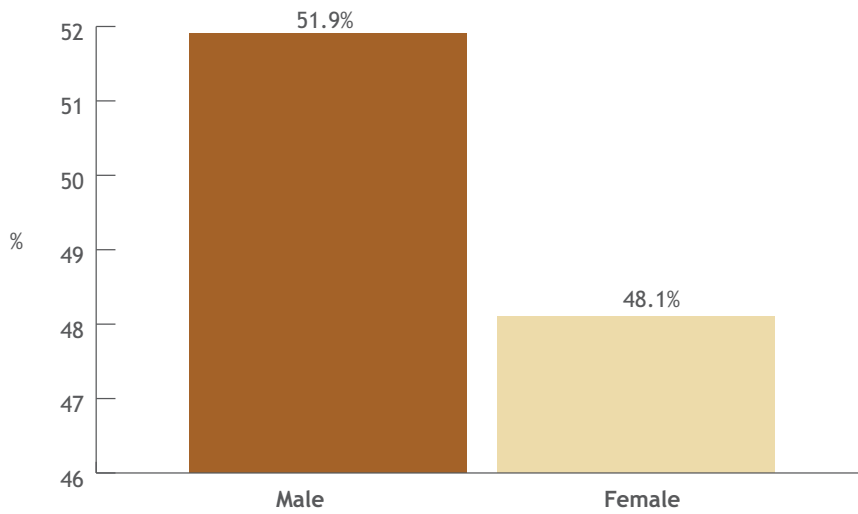


Figure 17 shows that at the Skilled Technical Level, Females are slightly higher (48.1%) than their National EAP (45.3%).

FIGURE 18: SKILLED LEVEL BY GOVERNMENT AND PRIVATE SECTOR AND POPULATION GROUP

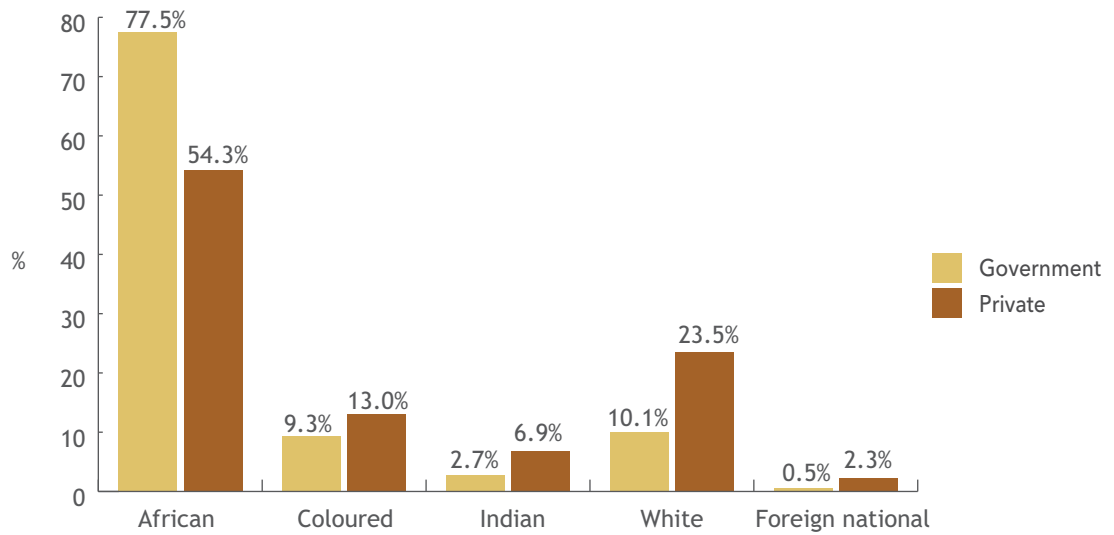


Figure 18 illustrates a higher representation of the African Population Group in Government when compared to the Private Sector at the Skilled level.

FIGURE 19: SKILLED LEVEL BY GOVERNMENT AND PRIVATE SECTOR AND GENDER

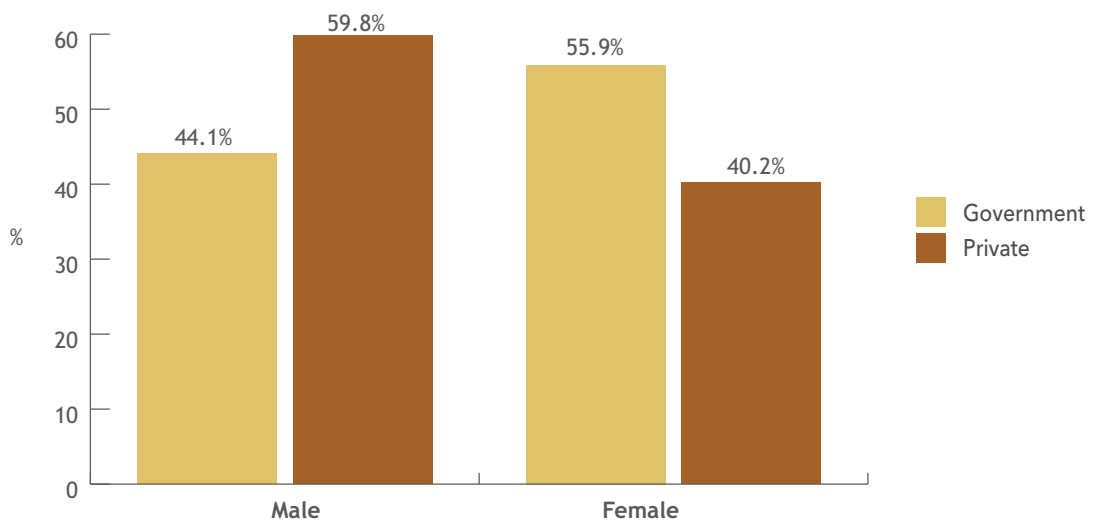


Figure 19 shows that Government employs more Females when compared to the Private Sector at the Skilled level.

FIGURE 20: SKILLED LEVEL - DISABILITY (ALL EMPLOYERS)

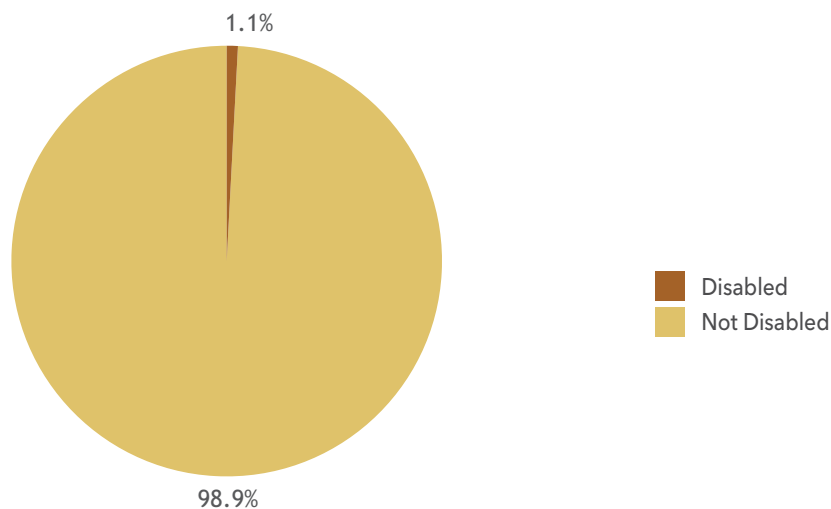


Figure 20 shows that the representation of Persons with Disabilities at the Skilled level remains negligible.

TABLE 21: WORKFORCE PROFILE AT THE SKILLED TECHNICAL LEVEL BY POPULATION GROUP AND GENDER FOR PERSONS WITH DISABILITIES (ALL EMPLOYERS)

MALE				FEMALE				FOREIGN NATIONAL		TOTAL
AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
29.1%	6.1%	3.3%	17.3%	22.5%	5.2%	2.6%	13.2%	0.5%	0.2%	100.0%

Table 21 indicates that slightly more than half of Persons with Disabilities are from the African Population Group.

TABLE 22: WORKFORCE PROFILE AT THE SKILLED TECHNICAL LEVEL BY PROVINCE, POPULATION GROUP AND GENDER

PROVINCE	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
Eastern Cape	25.3%	6.1%	0.4%	6.6%	48.1%	5.9%	0.4%	6.4%	0.7%	0.2%	100.0%
Free State	33.4%	1.7%	0.2%	11.3%	37.4%	1.7%	0.2%	13.1%	0.8%	0.2%	100.0%
Gauteng	36.6%	4.5%	2.6%	11.5%	26.5%	4.2%	2.5%	9.9%	1.2%	0.4%	100.0%
KwaZulu-Natal	30.5%	1.8%	8.6%	4.0%	39.5%	2.0%	8.3%	4.2%	0.8%	0.2%	100.0%
Limpopo	38.3%	0.2%	0.1%	2.6%	54.5%	0.1%	0.1%	2.6%	1.4%	0.3%	100.0%
Mpumalanga	41.1%	0.6%	0.3%	8.9%	39.8%	0.4%	0.3%	6.6%	1.8%	0.1%	100.0%
Northern Cape	22.0%	15.0%	0.2%	8.7%	22.8%	20.4%	0.1%	9.0%	1.3%	0.5%	100.0%
North West	34.3%	0.8%	0.2%	10.2%	41.8%	0.9%	0.3%	9.4%	1.9%	0.2%	100.0%
Western Cape	16.7%	19.7%	1.5%	10.5%	15.5%	19.2%	1.7%	13.0%	1.6%	0.7%	100.0%

Table 22 indicates that other than in the Northern and Western Cape, the African Population Group (Male and Female) represents more than 60% of the total workforce at this level.

TABLE 23: WORKFORCE PROFILE AT THE SKILLED TECHNICAL LEVEL BY SECTOR, POPULATION GROUP AND GENDER											
SECTOR	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
Agriculture	34.3%	11.8%	1.3%	15.5%	15.4%	6.5%	1.0%	11.9%	1.9%	0.3%	100.0%
Mining and Quarrying	50.4%	3.9%	0.6%	22.5%	11.8%	1.0%	0.4%	5.1%	4.2%	0.1%	100.0%
Manufacturing	33.7%	10.0%	5.9%	18.5%	12.5%	5.2%	3.0%	9.0%	1.9%	0.3%	100.0%
Electricity, Gas and Water	44.6%	4.6%	1.9%	11.4%	28.2%	2.4%	1.3%	4.7%	0.6%	0.1%	100.0%
Construction	50.0%	7.9%	2.5%	14.3%	12.0%	2.4%	1.4%	6.7%	2.6%	0.2%	100.0%
Retail and Motor Trade/Repair Service	27.7%	7.2%	4.6%	12.0%	24.9%	9.4%	3.5%	9.6%	0.8%	0.3%	100.0%
Wholesale Trade/Commercial Agents/Allied Services	27.9%	6.1%	4.9%	14.0%	19.1%	6.9%	4.7%	14.2%	1.7%	0.5%	100.0%
Catering/Accommodation/other trade	27.9%	4.6%	1.9%	6.2%	35.5%	8.1%	2.5%	9.0%	2.7%	1.7%	100.0%
Transport/Storage/Communications	38.6%	7.6%	4.7%	14.0%	18.5%	4.3%	2.6%	7.6%	1.8%	0.3%	100.0%
Finance/Business Services	22.1%	5.8%	3.8%	9.3%	28.9%	9.6%	5.1%	13.8%	1.0%	0.6%	100.0%
Community/Social/Personal Services	31.9%	3.6%	1.2%	3.7%	44.5%	4.6%	2.1%	7.6%	0.5%	0.3%	100.0%

Previously characterised by mainly Male representation, the Mining and Quarry and the Electrical and Gas Sectors show some noticeable representation of women i.e. 18.4% and 36.7% respectively. Female representation at this level is higher than their EAP in the Financial sector (58%) and Catering (56%) and in the Community/Social and Personal Services remains mainly dominated by Female representation at 51.9% as shown in Table 23.

Catering/Accommodation/other Trade is the highest employer of Foreign Nationals (4.4%) followed by Mining and Quarrying (4.3%) at this level.

TABLE 24: WORKFORCE PROFILE AT THE SKILLED TECHNICAL LEVEL BY BUSINESS TYPE, POPULATION GROUP AND GENDER											
BUSINESS TYPES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
National Government	42.8%	6.5%	1.7%	7.2%	30.4%	4.3%	1.0%	6.1%	0.0%	0.0%	100.0%
Provincial Government	26.3%	1.8%	0.6%	1.5%	56.7%	4.6%	1.5%	6.2%	0.5%	0.3%	100.0%
Local Government	35.9%	11.9%	4.0%	6.5%	29.3%	6.8%	1.8%	3.7%	0.1%	0.0%	100.0%
Private Sector	34.4%	6.8%	3.8%	13.0%	19.9%	6.2%	3.2%	10.4%	1.8%	0.5%	100.0%
Non-Profit Organisations	25.7%	10.2%	1.1%	6.2%	30.3%	14.1%	1.5%	10.0%	0.4%	0.4%	100.0%
State Owned Enterprises	40.7%	5.0%	2.2%	12.5%	30.4%	3.1%	1.4%	4.4%	0.2%	0.1%	100.0%
Educational Institutions	21.8%	1.3%	1.2%	2.6%	57.3%	2.8%	3.2%	8.6%	0.7%	0.5%	100.0%

Table 24 shows a more representative EAP profile at the Skilled level across all Business Types of the designated groups. It also shows that the highest employer of Foreign Nationals is the Private Sector, followed by Educational Institutions.

TABLE 25: WORKFORCE MOVEMENT AT THE SKILLED TECHNICAL LEVEL BY POPULATION GROUP AND GENDER (ALL EMPLOYERS)											
	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
Workforce profile-all employees	32.7%	5.7%	2.8%	9.6%	30.6%	5.5%	2.7%	8.9%	1.2%	0.4%	100.0%
Recruitment	22.1%	3.9%	1.7%	6.6%	16.8%	3.3%	1.5%	42.8%	1.0%	0.3%	100.0%
Promotion	35.6%	5.8%	2.8%	5.7%	33.9%	6.1%	2.9%	5.7%	1.1%	0.4%	100.0%
Terminations	34.7%	6.7%	3.0%	12.5%	22.6%	5.5%	2.4%	10.0%	2.0%	0.5%	100.0%
Skills Development	35.5%	6.7%	3.3%	8.9%	27.3%	6.3%	3.2%	8.8%			100.0%

Table 25 shows that the White Females dominated recruitment at this level.

6.2.5 SEMI-SKILLED LEVEL BY POPULATION GROUP, GENDER AND DISABILITY

FIGURE 21: SEMI-SKILLED LEVEL BY POPULATION GROUP (ALL EMPLOYERS)

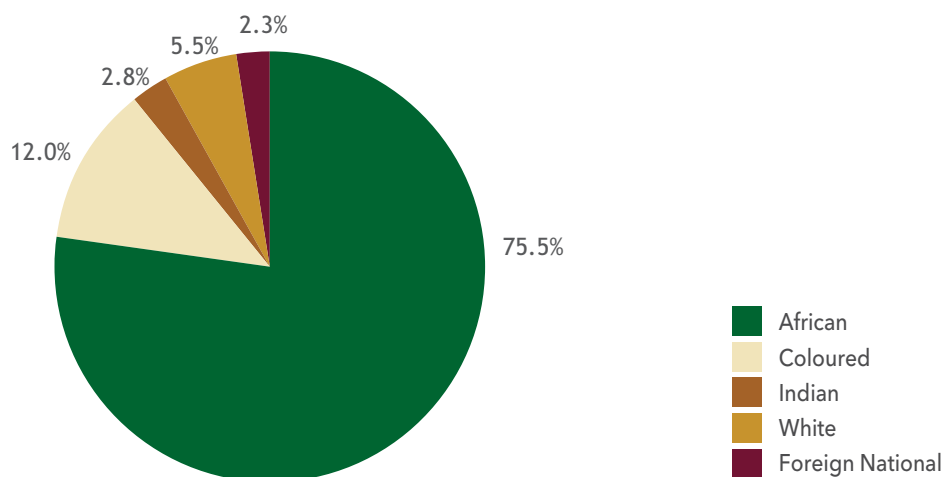


Figure 21 shows a high representation of the African Population Group at Skilled level and the White Population Group representation is lower than their EAP.

FIGURE 22: SEMI-SKILLED LEVEL BY GENDER (ALL EMPLOYERS)

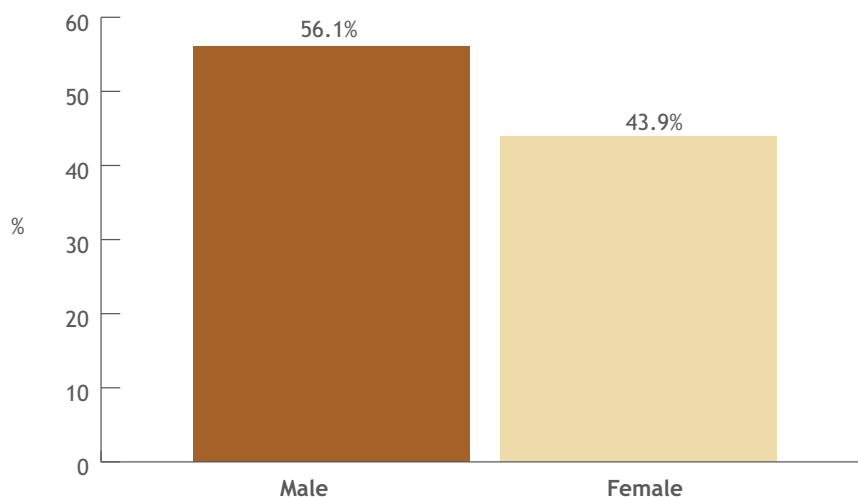
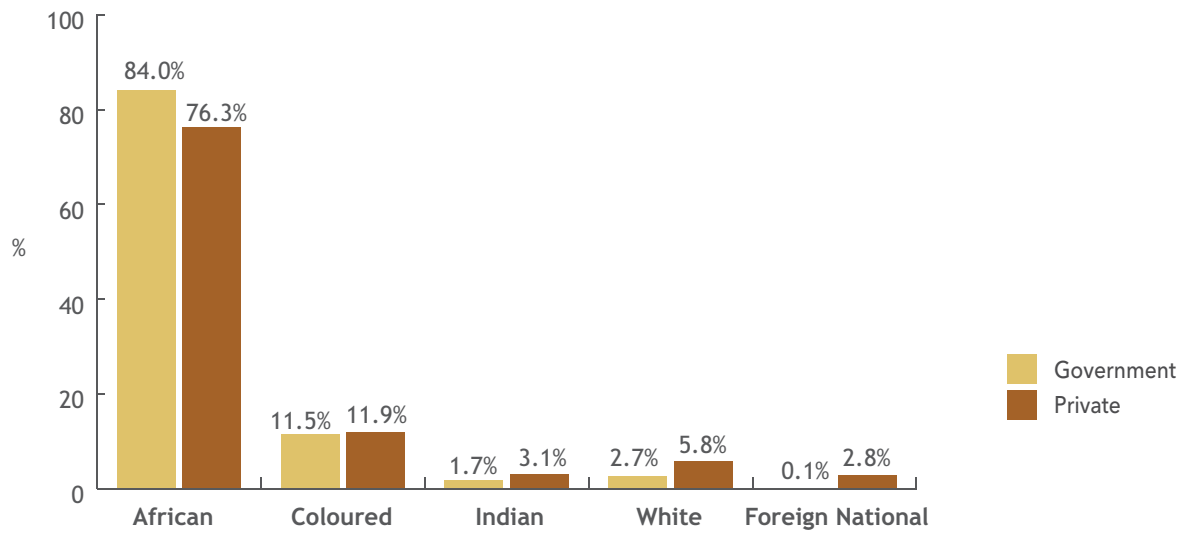


Figure 22 shows that the Female representation more closely resembles their EAP at the Semi-skilled occupational level.

FIGURE 23: SEMI-SKILLED LEVEL BY GOVERNMENT AND PRIVATE SECTOR AND POPULATION GROUP



The African and Coloured Population Group representation exceeds their EAP at this level in Government whereas the Coloured Population Group exceed their EAP in both the Government and Private Sector. The White and Indian Population Groups are under-represented in relation to their EAP in both the Government and Private Sectors at this level.

FIGURE 24: SEMI-SKILLED LEVEL BY GOVERNMENT, PRIVATE SECTOR AND GENDER

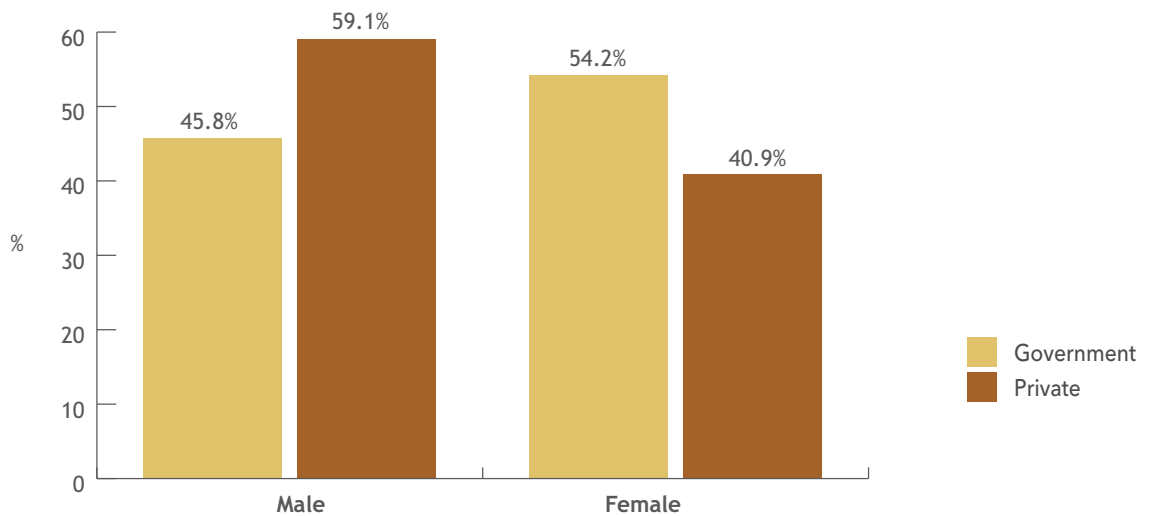


Figure 24 shows a positive Female representation in Government and a slightly lower representation in the Private Sector at the Semi-Skilled Level. The representation of Males in the Private Sector surpassed their EAP at this level.

FIGURE 25: SEMI-SKILLED LEVEL – DISABILITY (ALL EMPLOYERS)

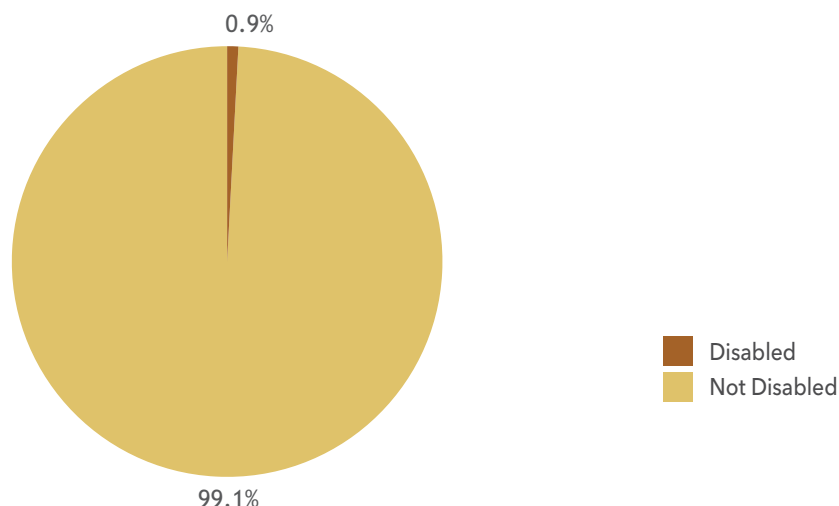


Figure 25 shows that Persons with Disabilities remain relatively low at the Semi-skilled level.

TABLE 26: WORKFORCE PROFILE AT THE SEMI-SKILLED LEVEL BY RACE AND GENDER FOR PERSONS WITH DISABILITIES (ALL EMPLOYERS)

MALE				FEMALE				FOREIGN NATIONAL		TOTAL
AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
39.4%	6.8%	2.2%	5.3%	29.9%	6.6%	1.9%	6.3%	1.5%	0.1%	100.0%

Table 26 shows that the majority of Persons with Disabilities are from the African Population Group at the Semi- skilled level.

TABLE 27: WORKFORCE PROFILE AT THE SEMI-SKILLED LEVEL BY PROVINCE, POPULATION GROUP AND GENDER

PROVINCE	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
Eastern Cape	41.7%	9.3%	0.2%	2.5%	35.8%	6.6%	0.2%	3.0%	0.6%	0.1%	100.0%
Free State	53.9%	2.5%	0.1%	4.3%	25.7%	2.1%	0.1%	6.2%	4.9%	0.2%	100.0%
Gauteng	50.2%	3.5%	1.1%	2.7%	31.9%	3.7%	1.1%	3.5%	1.8%	0.3%	100.0%
KwaZulu-Natal	44.7%	1.7%	5.1%	0.9%	38.0%	2.1%	5.0%	1.6%	0.7%	0.1%	100.0%
Limpopo	50.1%	0.3%	0.1%	0.9%	43.4%	0.2%	0.0%	1.0%	3.8%	0.2%	100.0%
Mpumalanga	61.0%	0.5%	0.1%	2.1%	31.0%	0.4%	0.1%	2.2%	2.5%	0.1%	100.0%
Northern Cape	40.7%	17.8%	0.1%	2.3%	21.1%	14.2%	0.1%	2.7%	0.9%	0.2%	100.0%
North West	55.5%	0.7%	0.1%	2.2%	26.1%	0.8%	0.1%	2.9%	11.6%	0.1%	100.0%
Western Cape	23.8%	16.3%	0.6%	2.1%	31.4%	19.3%	0.8%	3.8%	1.4%	0.5%	100.0%

Table 27 indicates a high representation of the African Population Group across all provinces at this occupational level.

TABLE 28: WORKFORCE PROFILE AT THE SEMI-SKILLED LEVEL BY SECTOR, POPULATION GROUP AND GENDER											
SECTOR	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
Agriculture	50.3%	14.4%	0.4%	2.2%	18.6%	7.3%	0.3%	3.2%	2.8%	0.5%	100.0%
Mining and Quarrying	71.0%	2.2%	0.1%	1.5%	10.2%	0.6%	0.1%	0.9%	13.4%	0.1%	100.0%
Manufacturing	51.9%	9.3%	2.6%	3.9%	19.5%	6.7%	1.6%	2.7%	1.5%	0.2%	100.0%
Electricity, Gas and Water	58.9%	5.4%	0.8%	3.1%	24.9%	2.3%	0.7%	3.4%	0.4%	0.1%	100.0%
Construction	71.2%	5.7%	0.7%	2.7%	12.7%	1.7%	0.5%	2.4%	2.3%	0.1%	100.0%
Retail and Motor Trade/Repair Service	27.9%	4.7%	1.4%	2.2%	48.8%	10.1%	1.5%	2.5%	0.6%	0.3%	100.0%
Wholesale Trade/Commercial Agents/Allied Services	41.6%	5.3%	1.8%	2.9%	33.2%	6.3%	2.3%	4.3%	1.6%	0.6%	100.0%
Catering/Accommodation/other trade	34.1%	3.0%	0.6%	1.2%	49.1%	5.2%	0.8%	2.0%	2.7%	1.4%	100.0%
Transport/ Storage/ Communications	54.9%	6.9%	2.3%	3.3%	22.4%	3.5%	1.6%	3.1%	1.8%	0.2%	100.0%
Finance/Business Services	36.2%	5.2%	2.2%	2.4%	35.8%	8.7%	3.3%	5.3%	0.5%	0.4%	100.0%
Community/Social/Personal Services	40.2%	4.3%	0.8%	1.2%	42.2%	6.4%	1.1%	3.5%	0.2%	0.1%	100.0%

The African Population Group is highly represented across all sectors at this occupational level.

TABLE 29: WORKFORCE PROFILE AT THE SEMI-SKILLED LEVEL BY BUSINESS TYPE, POPULATION GROUP AND GENDER											
BUSINESS TYPE	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
National Government	42.6%	4.8%	0.7%	0.9%	43.6%	4.8%	0.7%	1.9%	0.1%	0.0%	100.0%
Provincial Government	30.0%	3.5%	0.5%	0.4%	57.1%	6.1%	0.7%	1.6%	0.1%	0.1%	100.0%
Local Government	44.2%	12.3%	2.2%	1.8%	28.6%	7.6%	1.3%	2.1%	0.0%	0.0%	100.0%
Private Sector	46.8%	5.8%	1.5%	2.5%	29.6%	6.1%	1.6%	3.2%	2.5%	0.4%	100.0%
Non-Profit Organisations	27.6%	8.0%	0.5%	2.1%	34.2%	18.4%	0.8%	7.9%	0.3%	0.3%	100.0%
State Owned Enterprises	54.4%	5.8%	0.9%	3.0%	29.5%	3.3%	0.6%	2.3%	0.0%	0.1%	100.0%
Educational Institutions	30.3%	2.1%	0.5%	1.5%	55.4%	3.9%	1.0%	4.8%	0.3%	0.3%	100.0%

There is a high representation of the Female Population Group in Provincial Government and Educational Institutions a high representation African Males is noted at the Semi-skilled level mostly in State Owned Enterprises (54.4%) and the Private Sector (46.8%).

TABLE 30: WORKFORCE MOVEMENT AT THE SEMI-SKILLED LEVEL BY POPULATION GROUP AND GENDER (ALL EMPLOYERS)											
	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
Workforce profile-all employees	44.8%	5.7%	1.4%	2.3%	32.7%	6.3%	1.4%	3.2%	2.0%	0.3%	100.0%
Recruitment	44.3%	6.0%	1.5%	2.9%	31.3%	7.5%	1.5%	3.2%	1.3%	0.4%	100.0%
Promotion	43.4%	5.4%	1.2%	1.5%	39.3%	5.2%	0.9%	1.3%	1.7%	0.2%	100.0%
Terminations	45.7%	6.3%	1.7%	3.0%	28.7%	7.4%	1.5%	3.5%	1.9%	0.4%	100.0%
Skills Development	45.9%	6.0%	1.7%	2.1%	33.2%	6.6%	1.7%	2.7%	0	0	100.0%

Table 30 shows that the recruitment, promotion and skills development of the African Population Group, is aligned to their EAP.

6.2.6 UNSKILLED LEVEL BY POPULATION GROUP, GENDER AND DISABILITY

FIGURE 26: UNSKILLED LEVEL BY POPULATION GROUP (ALL EMPLOYERS)

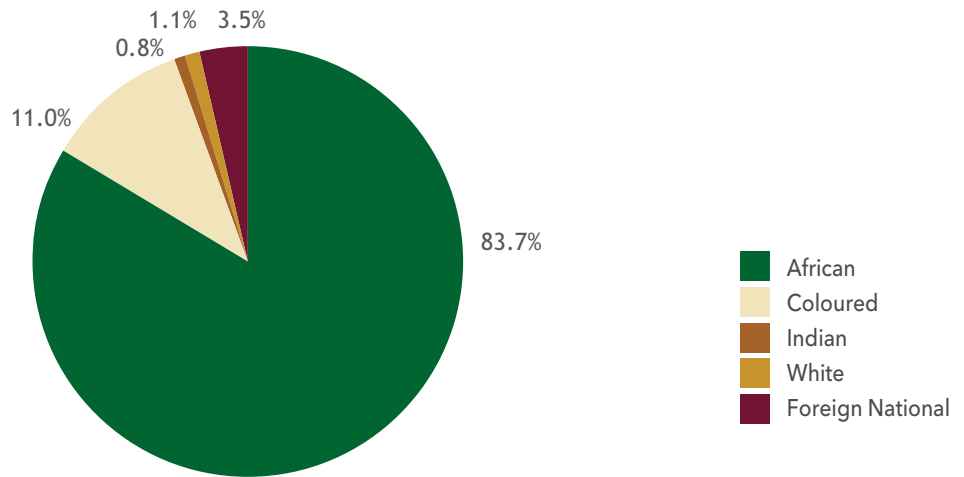


Figure 26 shows that both African and Coloured Population Groups are higher than their respective EAPs and the White and Indian Population Groups representation remains less than their EAP.

FIGURE 27: UNSKILLED LEVEL BY GENDER (ALL EMPLOYERS)

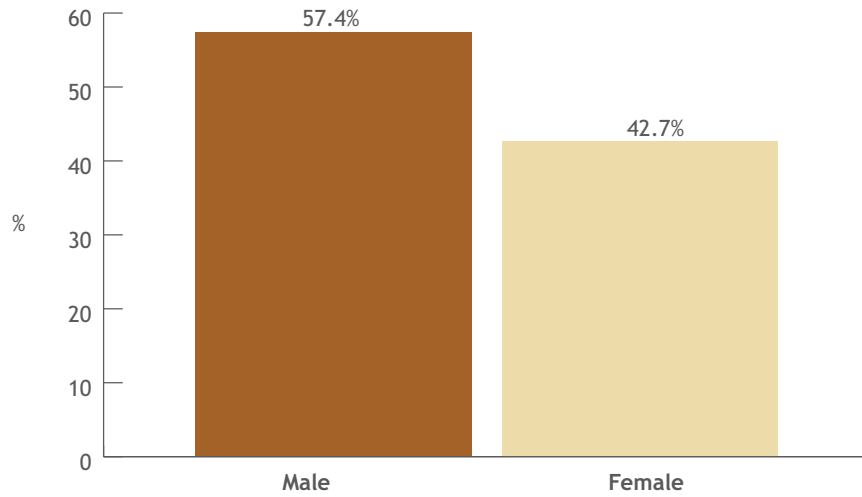


Figure 27 shows that the representation of Females is significantly lower than their EAP at the Unskilled occupational level.

FIGURE 28: UNSKILLED LEVEL BY GOVERNMENT AND PRIVATE SECTOR AND POPULATION GROUP

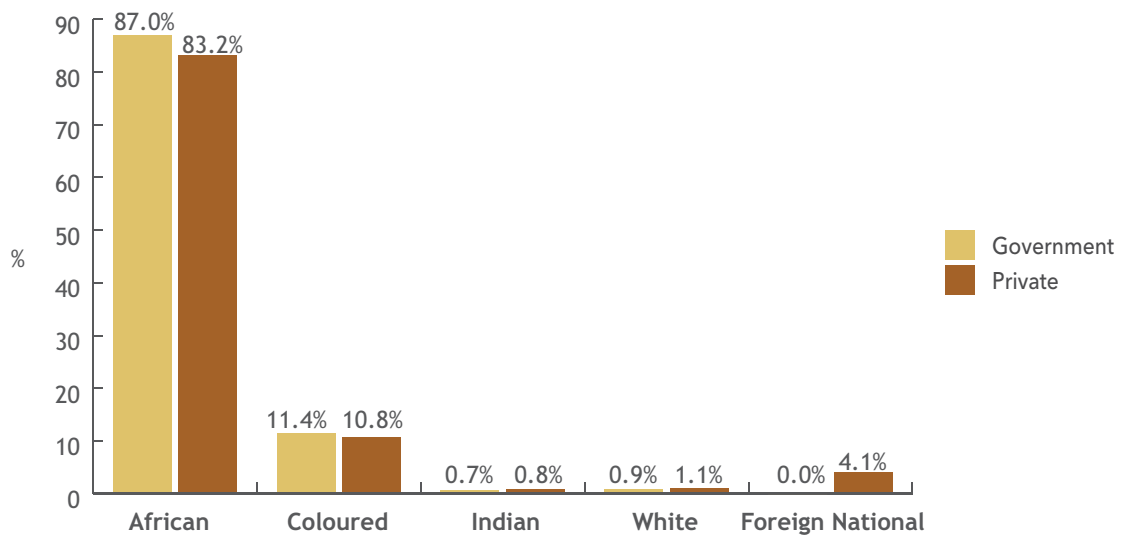


Figure 28 shows that the African and Coloured Population Groups are over represented in Government and in the Private Sector at the Unskilled level in terms of their EAP.

FIGURE 29: UNSKILLED LEVEL BY GOVERNMENT AND PRIVATE SECTOR AND GENDER

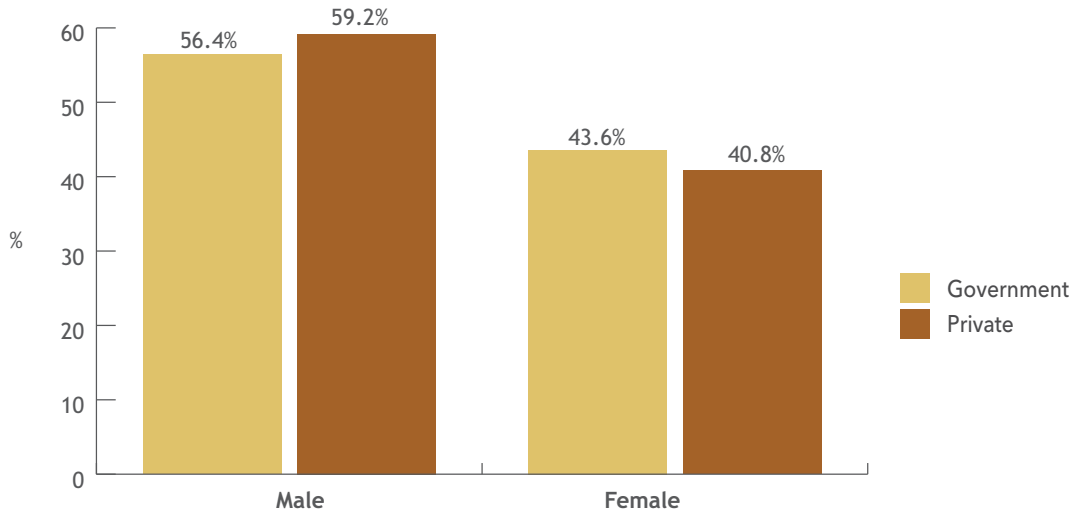


Figure 29 illustrates that Males are over-represented in both the Private and Government.

FIGURE 30: UNSKILLED LEVEL – DISABILITY (ALL EMPLOYERS)

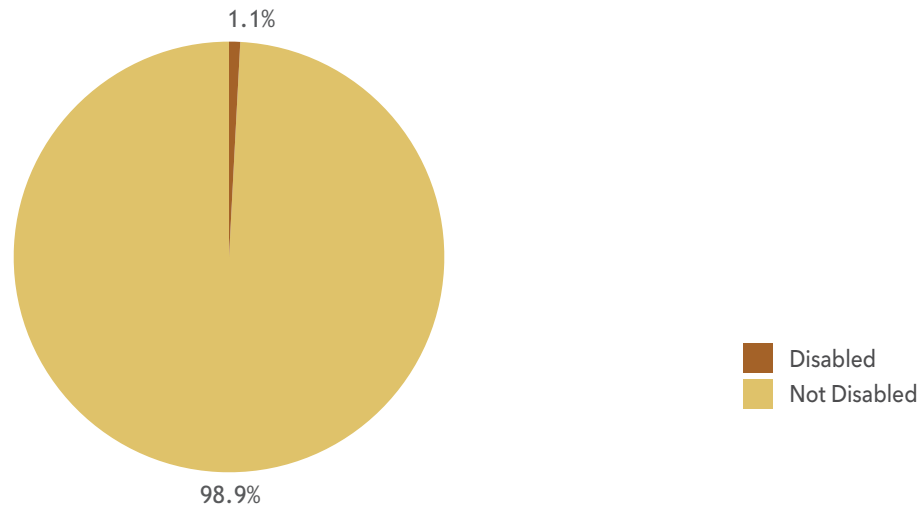


Figure 30 shows that the representation of Persons with Disabilities remains very low at the Unskilled level.

TABLE 31: WORKFORCE PROFILE AT THE UNSKILLED LEVEL BY POPULATION GROUP AND GENDER FOR PERSONS WITH DISABILITIES (ALL)

MALE				FEMALE				FOREIGN NATIONAL		TOTAL
AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
44.7%	6.4%	1.2%	2.6%	35.7%	5.2%	0.5%	1.1%	2.5%	0.2%	100.0%

The majority of Persons with Disabilities employed at this level is from the African Population Group as shown in Table 31.

TABLE 32: WORKFORCE PROFILE AT THE UNSKILLED LEVEL BY PROVINCE, POPULATION GROUP AND GENDER											
PROVINCE	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
Eastern Cape	43.1%	8.3%	0.1%	0.6%	39.2%	7.3%	0.0%	0.3%	0.8%	0.3%	100.0%
Free State	58.3%	2.3%	0.0%	1.4%	32.8%	1.5%	0.0%	0.7%	2.6%	0.3%	100.0%
Gauteng	54.1%	2.6%	0.4%	0.9%	35.4%	2.4%	0.2%	0.4%	2.8%	0.7%	100.0%
KwaZulu-Natal	51.4%	1.4%	2.0%	0.4%	40.8%	1.1%	1.3%	0.3%	1.1%	0.2%	100.0%
Limpopo	45.0%	0.5%	0.0%	0.3%	39.8%	0.2%	0.0%	0.1%	10.3%	3.7%	100.0%
Mpumalanga	54.4%	0.5%	0.0%	0.6%	39.1%	0.4%	0.0%	0.2%	3.7%	1.0%	100.0%
Northern Cape	46.5%	21.7%	0.1%	0.9%	17.4%	11.5%	0.0%	0.4%	1.1%	0.6%	100.0%
North West	60.3%	0.6%	0.0%	0.6%	30.3%	0.5%	0.0%	0.4%	6.7%	0.5%	100.0%
Western Cape	31.4%	17.3%	0.2%	0.7%	30.5%	16.7%	0.2%	0.4%	1.9%	0.8%	100.0%

Table 32 above, shows the African Population Group as the highest representative group across all provinces at the Unskilled level (compared to the National and Regional EAP).

TABLE 33: WORKFORCE PROFILE AT THE UNSKILLED LEVEL BY SECTOR, POPULATION GROUP AND GENDER											
SECTOR	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
Agriculture	42.2%	8.4%	0.0%	0.2%	34.0%	8.1%	0.0%	0.1%	5.1%	1.8%	100.0%
Mining and Quarrying	69.7%	0.7%	0.0%	0.6%	15.6%	0.2%	0.0%	0.1%	12.1%	1.0%	100.0%
Manufacturing	53.6%	7.2%	1.1%	1.1%	28.1%	6.3%	0.6%	0.3%	1.4%	0.3%	100.0%
Electricity, Gas and Water	65.3%	4.6%	0.6%	1.4%	25.7%	1.5%	0.1%	0.2%	0.6%	0.0%	100.0%
Construction	68.7%	5.8%	0.2%	0.6%	20.3%	1.1%	0.1%	0.2%	2.8%	0.2%	100.0%
Retail and Motor Trade/ Repair Service	39.1%	5.2%	0.7%	0.9%	44.5%	7.0%	0.5%	0.5%	1.1%	0.5%	100.0%
Wholesale Trade/ Commercial Agents/ Allied Services	44.9%	5.6%	0.9%	1.0%	38.7%	4.9%	0.8%	0.6%	1.8%	0.7%	100.0%
Catering/ Accommodation/ other trade	30.8%	3.1%	0.1%	0.5%	55.0%	6.8%	0.1%	0.4%	2.0%	1.2%	100.0%
Transport/ Storage/ Communications	63.4%	6.4%	0.9%	1.1%	23.5%	2.2%	0.2%	0.4%	1.4%	0.5%	100.0%
Finance/Business Services	45.6%	4.1%	0.5%	0.5%	42.4%	4.6%	0.3%	0.4%	1.0%	0.7%	100.0%
Community/ Social/Personal Services	42.5%	6.2%	0.4%	0.7%	43.8%	5.1%	0.3%	0.6%	0.3%	0.1%	100.0%

Table 33 shows that African Males are still over-represented in Mining and Quarrying, Construction, Electricity, Gas and Water and Transport, Storage and Communication, Finance, Business Services and Wholesale and Retail sectors in relation to their EAP. African Females representation is higher in the Accommodation and other Trade, Retail and Motor Trade, Repair Service sectors in relation to their EAP and Male counterparts.

TABLE 34: WORKFORCE PROFILE AT THE UNSKILLED LEVEL BY BUSINESS TYPE, POPULATION GROUP AND GENDER											
BUSINESS TYPE	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
National Government	42.6%	4.0%	0.4%	0.6%	48.3%	3.8%	0.1%	0.2%	0.0%	0.0%	100.0%
Provincial Government	41.4%	3.5%	0.2%	0.6%	50.3%	3.4%	0.2%	0.5%	0.0%	0.0%	100.0%
Local Government	53.7%	11.6%	0.7%	0.6%	28.9%	4.1%	0.2%	0.2%	0.0%	0.0%	100.0%
Private Sector	49.2%	5.5%	0.5%	0.7%	34.0%	5.3%	0.3%	0.3%	3.2%	0.8%	100.0%
Non-Profit Organisations	33.9%	11.3%	0.1%	0.7%	39.9%	12.5%	0.1%	1.1%	0.2%	0.2%	100.0%
State Owned Enterprises	59.1%	5.5%	0.1%	0.5%	32.5%	2.1%	0.1%	0.1%	0.0%	0.0%	100.0%
Educational Institutions	34.6%	1.4%	0.3%	0.5%	58.5%	3.1%	0.3%	0.8%	0.4%	0.2%	100.0%

Table 34 shows that the representation of African Males at State Owned Enterprises is higher than their EAP. The Private Sector employs a relatively high percentage (4%) of Foreign Nationals at this level.

TABLE 35: WORKFORCE MOVEMENT AT THE UNSKILLED LEVEL BY POPULATION GROUP AND GENDER (ALL)											
	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE	
Workforce profile- all employees	48,4%	5,7%	0,5%	0,7%	35,3%	5,3%	0,3%	0,4%	2,8%	0,7%	100.0%
Recruitment	47,8%	6,9%	0,5%	0,9%	34,7%	6,1%	0,3%	0,5%	1,8%	0,5%	100.0%
Promotion	48,5%	5,2%	0,6%	1,0%	37,9%	3,7%	0,3%	0,5%	1,8%	0,6%	100.0%
Terminations	50,0%	7,0%	0,5%	0,9%	31,3%	6,5%	0,3%	0,5%	2,4%	0,5%	100.0%
Skills Development	55,5%	4,9%	0,5%	0,8%	33,2%	4,3%	0,4%	0,3%	0	0	100.0%

Table 35 shows that the representation of African Population Group, particularly Males, are mostly recruited, promoted and given Skills Development opportunities at the Unskilled level.



7.

TRENDS
ANALYSIS OF
WORKFORCE PROFILE



7. TRENDS ANALYSIS OF WORKFORCE PROFILE BY OCCUPATIONAL LEVEL, POPULATION GROUP, GENDER AND DISABILITY BETWEEN 2016 AND 2018

MALE		FEMALE			TOTAL	
AM	African Male	42.8%	AF	African Female	36.0%	78.8%
CM	Coloured Male	5.2%	CF	Coloured Female	4.4%	9.6%
IM	Indian Male	1.7%	IF	Indian Female	1.0%	2.6%
WM	White Male	5.1%	WF	White Female	3.9%	9.0%
TOTAL		54.7%	TOTAL		45.3%	100.0%

(*Source: Statistics South Africa, (QLFS, Quarter3 2018)

7.1 WORKFORCE PROFILE TRENDS AT THE TOP MANAGEMENT LEVEL BY POPULATION GROUP, GENDER AND DISABILITY BETWEEN 2016 AND 2018

FIGURE 31: TOP MANAGEMENT BY POPULATION GROUP BETWEEN 2016 AND 2018

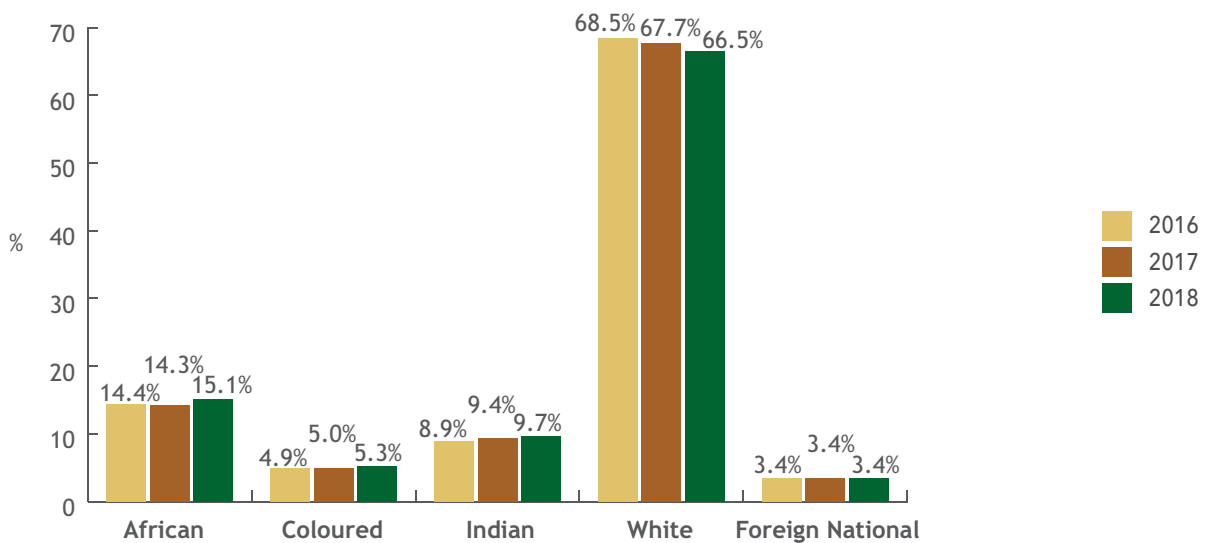


Figure 31 indicates that the representation of the White and Indian Population Groups remained dominant between 2016 and 2018. Little movement in the representation of both African and Coloured Population Groups at Top Management level is noted. The Foreign National Population Group representation remains unchanged for the same period.

FIGURE 32: TOP MANAGEMENT BY GENDER BETWEEN 2016 AND 2018

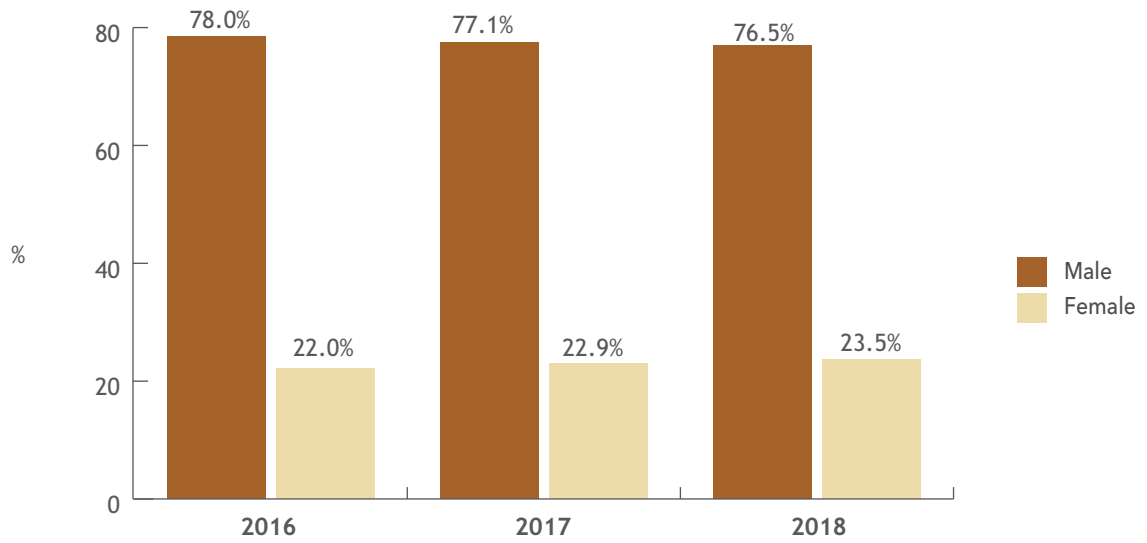


Figure 32 shows that there is a slight increase in Female representation at the Top Management level.

FIGURE 33: TOP MANAGEMENT BY DISABILITY BETWEEN 2016 AND 2018

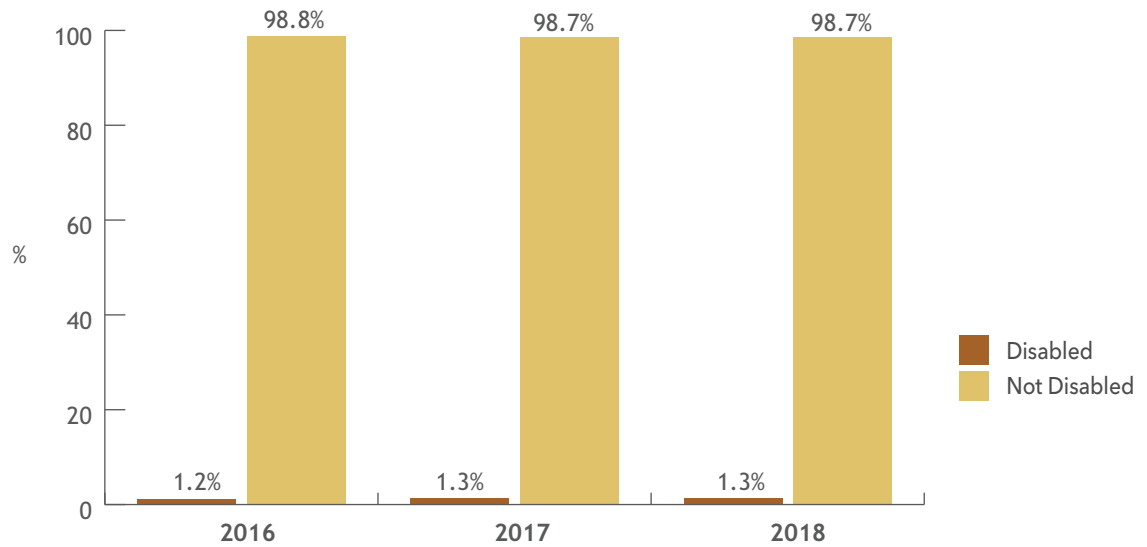


Figure 33: The representation of Persons with Disabilities at the Top Management level remains unchanged.

7.2 WORKFORCE PROFILE TRENDS AT THE SENIOR MANAGEMENT LEVEL BY POPULATION GROUP, GENDER AND DISABILITY BETWEEN 2016 AND 2018

FIGURE 34: SENIOR MANAGEMENT LEVEL BY POPULATION GROUP BETWEEN 2016 AND 2018

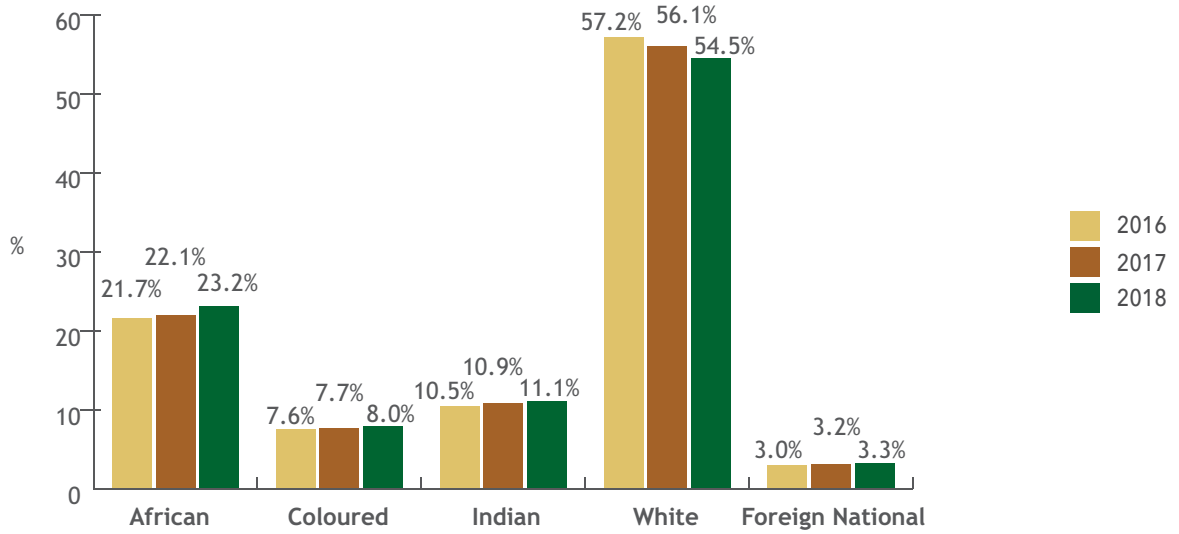


Figure 34 reflects a slight increase in the representation of both the African and Coloured Population Groups. The representation of the White, Indian and Foreign National Population Groups remains dominant at this level.

FIGURE 35: SENIOR MANAGEMENT BY GENDER BETWEEN 2016 AND 2018

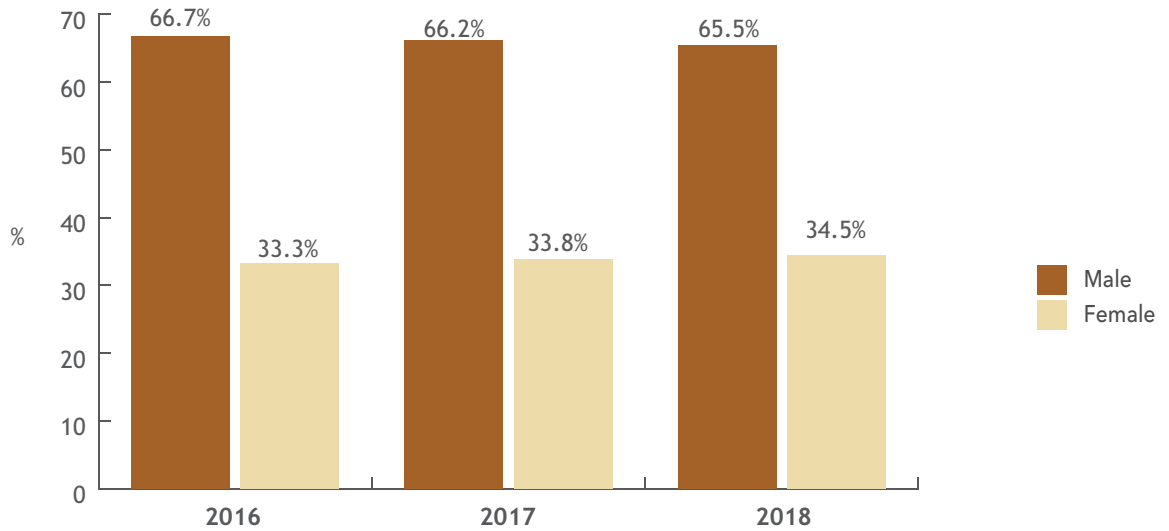


Figure 35 shows that there is a slight improvement in the representation of Females at the Senior Management level between 2016 and 2018.

FIGURE 36: SENIOR MANAGEMENT BY DISABILITY BETWEEN 2016 AND 2018

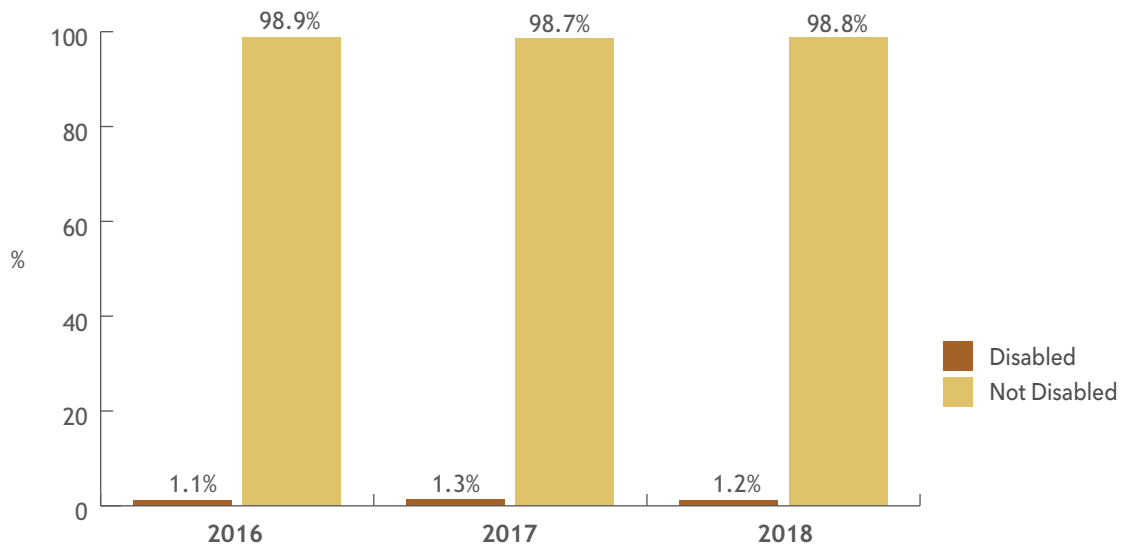


Figure 36: The representation of Persons with Disabilities at this level remains at around 1% at Senior Management level over the past three years.

7.3 WORKFORCE PROFILE TRENDS AT THE PROFESSIONALLY QUALIFIED LEVEL BY POPULATION GROUP, GENDER AND DISABILITY BETWEEN 2016 AND 2018

FIGURE 37: PROFESSIONALLY QUALIFIED LEVEL BY POPULATION GROUP BETWEEN 2016 AND 2018

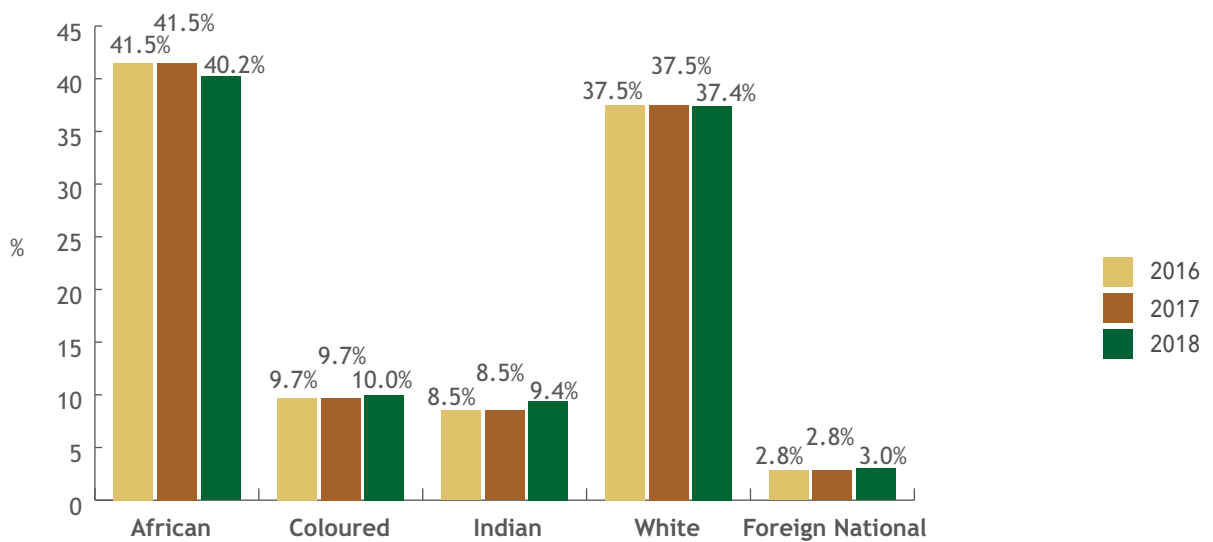


Figure 37 indicates a 1.3% decrease in the representation of the African Population Group at the Professionally Qualified level from 2016 to 2018. However, a slight increase in the representation of the Coloured, Indian and Foreign National Population Groups is noted at this level.

FIGURE 38: PROFESSIONALLY QUALIFIED BY GENDER BETWEEN 2016 AND 2018

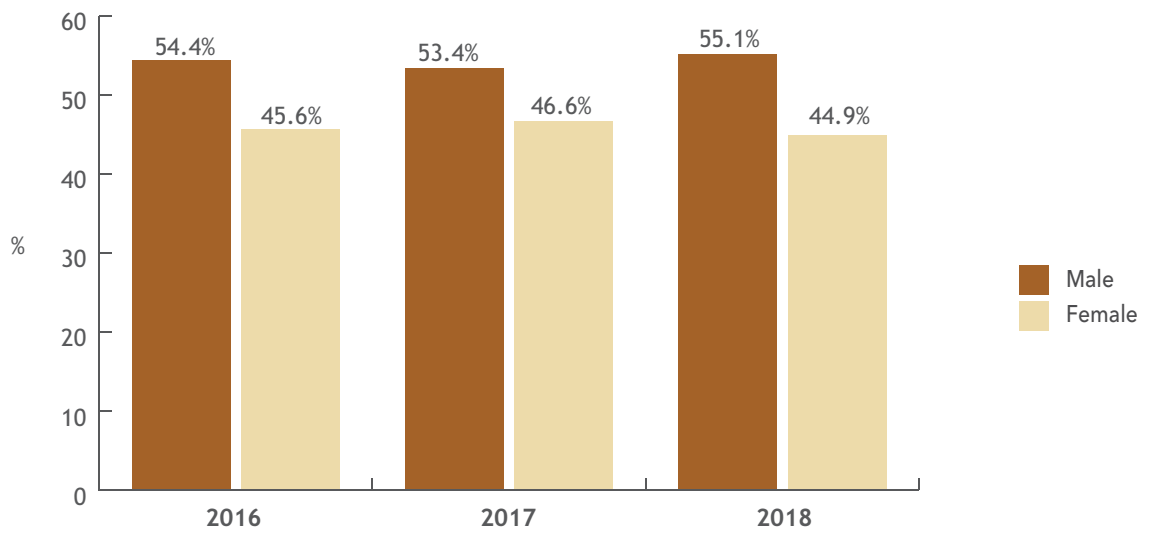


Figure 38 shows a noticeable decrease of 1.7% in the representation of Females between 2017 and 2018.

FIGURE 39: PROFESSIONALLY QUALIFIED BY DISABILITY BETWEEN 2016 AND 2018

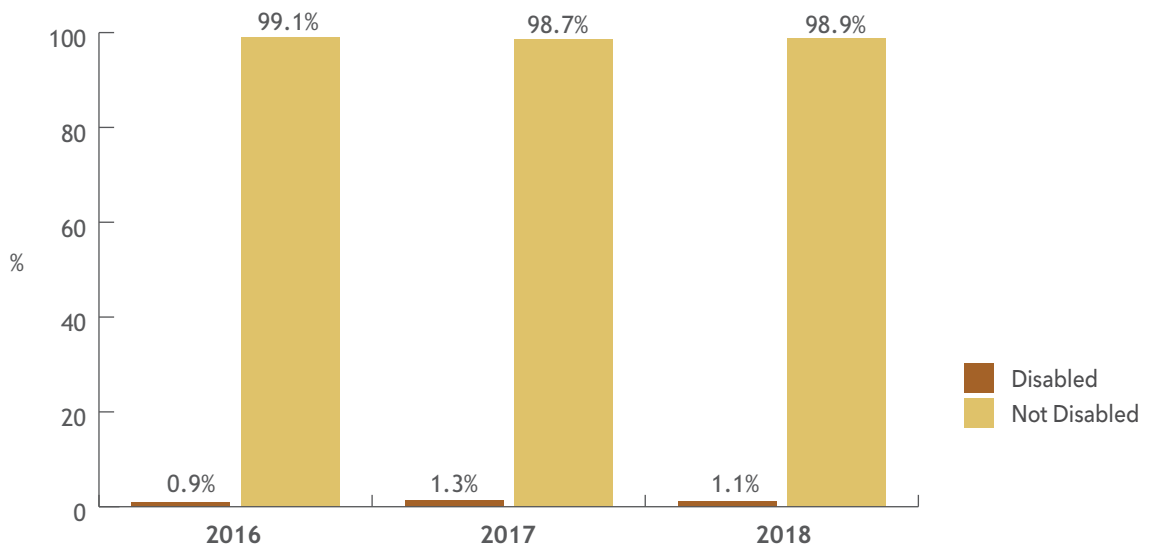


Figure 39 shows that representation of Persons with Disabilities at the Professionally Qualified level remained at 1% between 2016 and 2018.

7.4 WORKFORCE PROFILE TRENDS AT THE SKILLED LEVEL BY POPULATION GROUP, GENDER AND DISABILITY BETWEEN 2016 AND 2018

FIGURE 40: SKILLED LEVEL BY POPULATION GROUP BETWEEN 2016 AND 2018

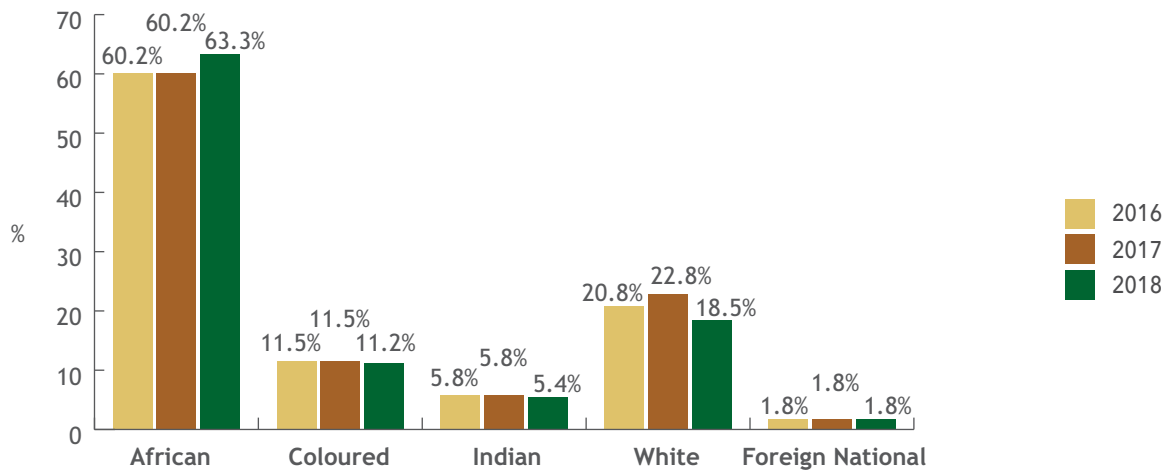


Figure 40 reflects a progressive improvement in the representation of the African Population Group at the Skilled level between 2016 and 2018.

FIGURE 41: SKILLED LEVEL BY GENDER BETWEEN 2016 AND 2018

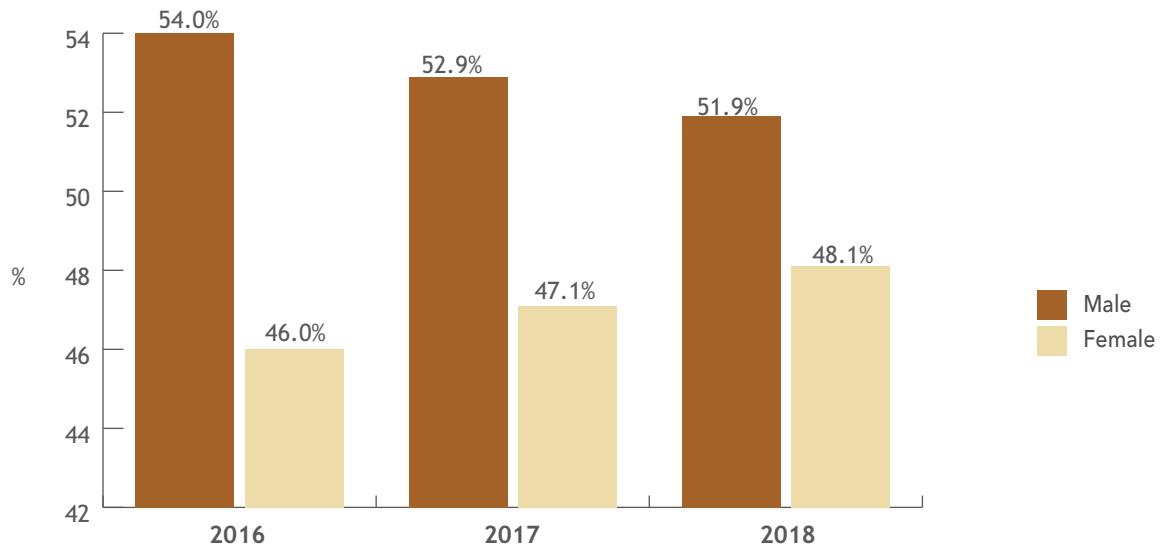


Figure 41 shows a positive progress in the representation of Females at the Skilled level between 2016 and 2018.

FIGURE 42: SKILLED LEVEL BY DISABILITY BETWEEN 2016 AND 2018

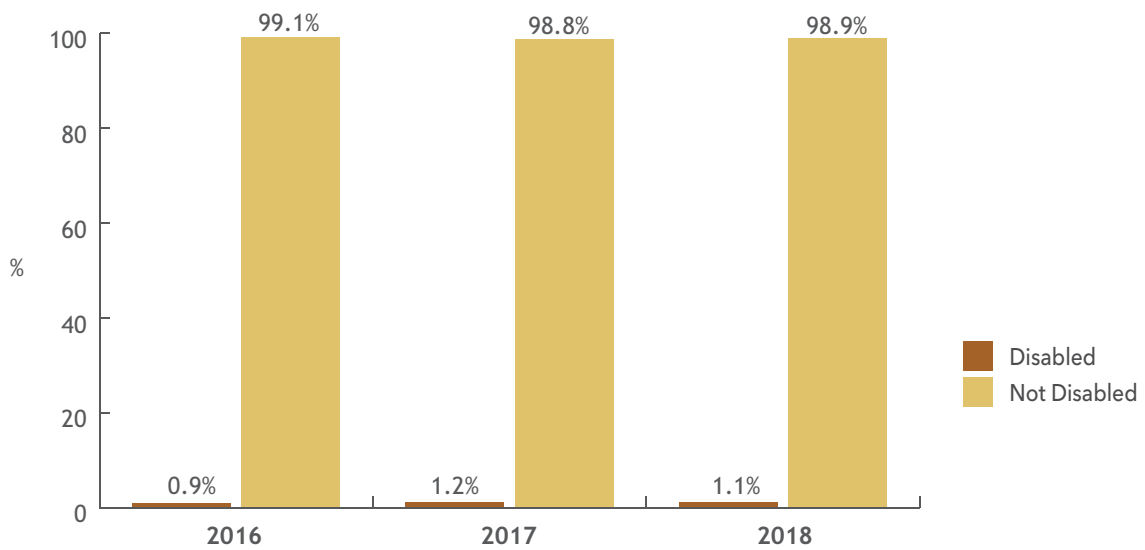


Figure 42: The disability representation at this level remained at around 1% at Skilled level between 2016 and 2018.

7.5 WORKFORCE PROFILE TRENDS AT THE SEMI-SKILLED LEVEL BY POPULATION GROUP, GENDER AND DISABILITY BETWEEN 2016 AND 2018

FIGURE 43: SEMI-SKILLED LEVEL BY POPULATION GROUP BETWEEN 2016 AND 2018

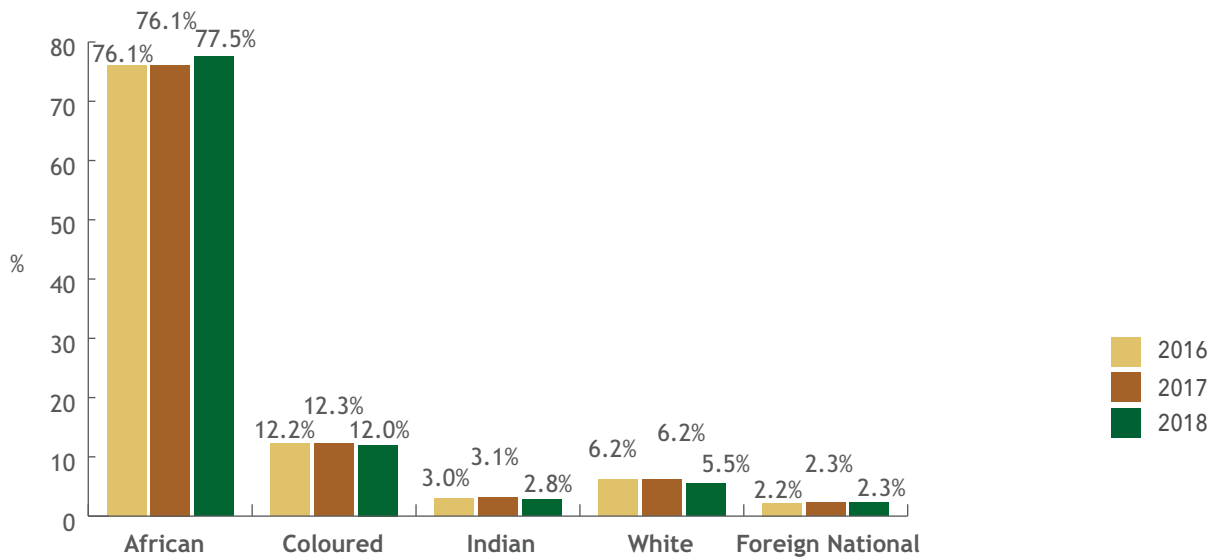


Figure 43 indicates that the various population groups seem to be reasonably represented at this level, whereas the representation of the White Population Group at this occupational level is below the EAP.

FIGURE 44: SEMI-SKILLED LEVEL BY GENDER BETWEEN 2016 AND 2018

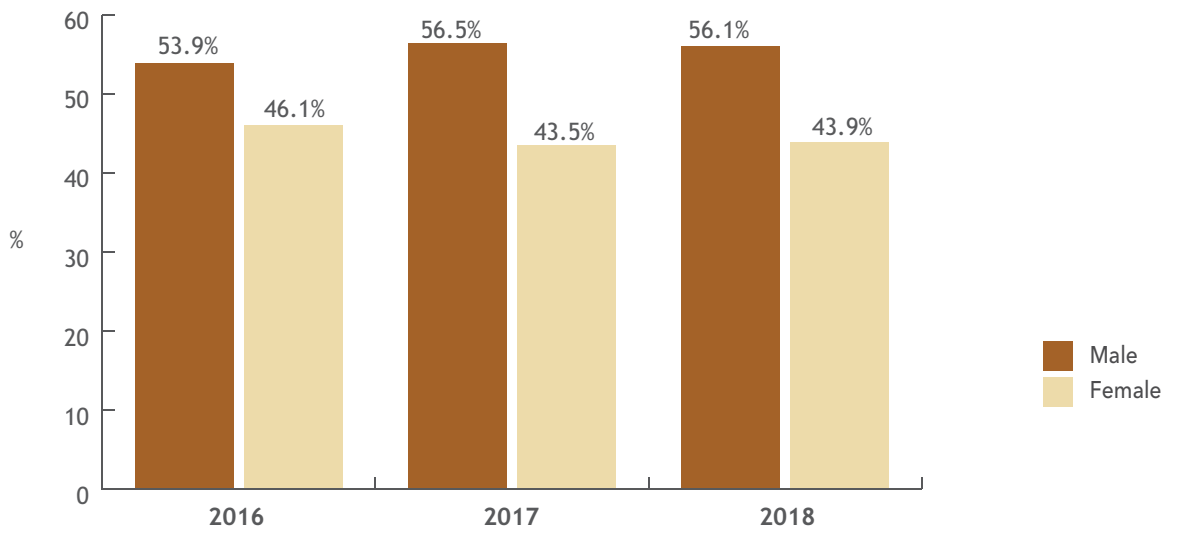


Figure 44: The representation of Females has slightly increased from the reduction in 2017 at the Semi-skilled Level.

FIGURE 45: SEMI-SKILLED LEVEL BY DISABILITY BETWEEN 2016 AND 2018

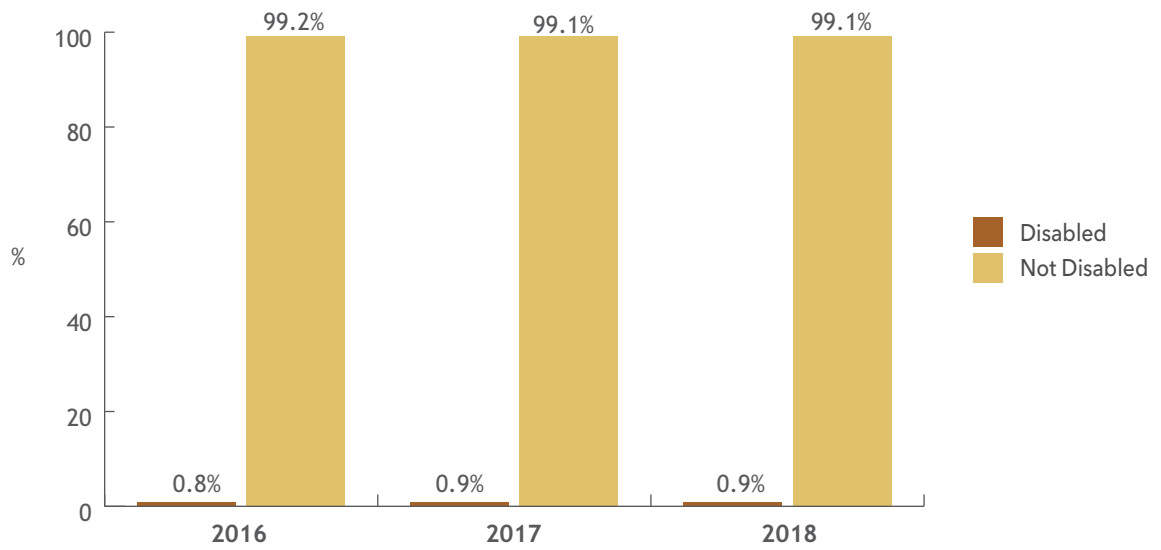


Figure 45 shows that the representation of Persons with Disabilities remained below 1% over the three-year period between 2016 and 2018 at the Semi-Skilled level.

7.6 WORKFORCE PROFILE TRENDS AT THE UNSKILLED LEVEL BY POPULATION GROUP, GENDER AND DISABILITY BETWEEN 2016 AND 2018

FIGURE 46: UNSKILLED LEVEL BY POPULATION GROUP BETWEEN 2016 AND 2018

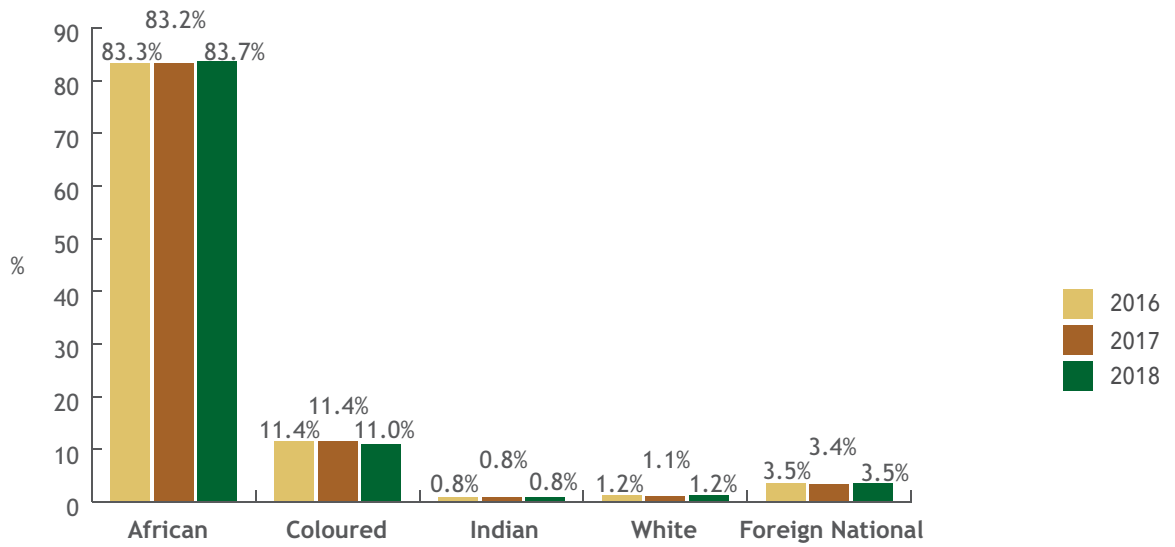


Figure 46 reflects that the White and Indian Population Groups are grossly under-represented in relation to the EAP at the Unskilled level. It also shows that the Foreign National Population Group is being highly represented at this occupational level between 2016 and 2018.

FIGURE 47: UNSKILLED LEVEL BY GENDER BETWEEN 2016 AND 2018

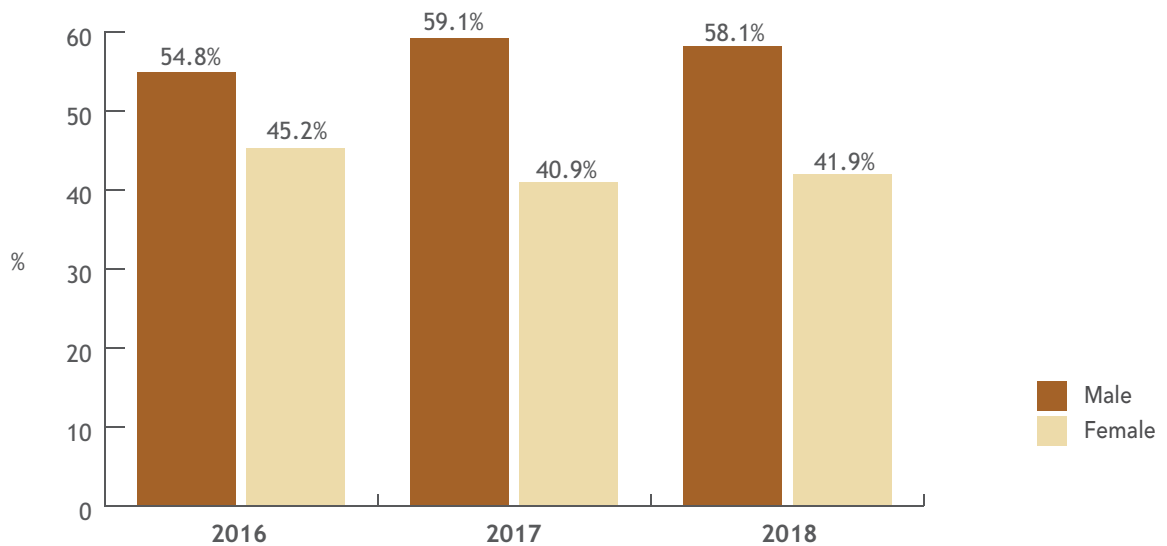


Figure 47 shows that the representation of Females at the Unskilled level slightly increased in 2018 compared to the significant reduction noticed between 2016 and 2017 at this level.

FIGURE 48: UNSKILLED LEVEL BY DISABILITY BETWEEN 2016 AND 2018

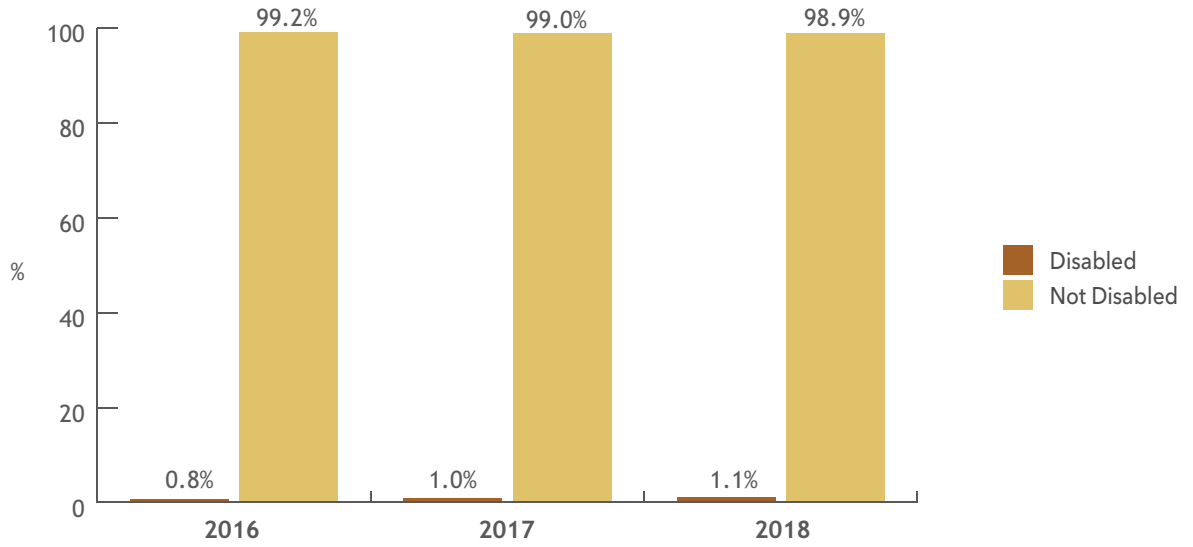


Figure 48 indicates that the representation of Persons with Disabilities remained around 1% at the Unskilled level for the past three years.

7.7 TRENDS FOR THE REPRESENTATION OF PERSONS WITH DISABILITIES BETWEEN 2016 AND 2018 (ALL EMPLOYERS)

TABLE 36: TRENDS FOR THE REPRESENTATION OF PERSONS WITH DISABILITIES BETWEEN 2016-2018		
2016	2017	2018
0.8%	1%	1%

Table 36 reflects that the representation of Persons with Disabilities has remained at 1%



**TRANSFORMATION
MAKES BUSINESS SENSE**



8. CONCLUDING OBSERVATIONS AND REMARKS



8. CONCLUDING OBSERVATIONS AND REMARKS

An improved and equitable representation of women is noted at the Skilled Technical/ junior management level to Professionally Qualified/ Middle management echelons. However, these gains are not being translated into promotional opportunities and meaningful gains for women to enable them to access opportunities at the Top and Senior Management levels.

It is clear from the data analysis reflected in this report that the representation of Females, in particular at the Top and Senior Management levels requires drastic measures or interventions, which will enable this group to break the glass ceiling from the Professionally Qualified/ Middle management level into the two upper echelons of organisations in the labour market.

It is noticeable from the trend analysis on the representation of Persons with Disabilities over the past three years that little progress is being made in increasing the representation of Persons with Disabilities in the workforce across all occupational levels. Therefore, the CEE urges all designated employers to prioritise increasing the representation of Persons with Disabilities in their workplaces across all occupational levels.

The high representation of the Foreign National Population Group, particularly at the lower occupation levels remains a serious concern. Questions need to be asked as to whether our labour laws governing migration are adequately implemented in South Africa, especially in a country with a current unemployment rate in excess of 27%. The justification for them occupying positions that require very little or no skill at all need to be assessed given the high rate of unemployed South African locals seeking for work.

The implementation of the principle of Equal Pay For Work of Equal Value is not only a moral issue, but a human rights issue, which requires a will and commitment from decision- makers in the workplace to put in place policies and implementation strategies geared towards addressing the persisting pay inequalities experienced by the majority of employees in our country.

The elimination of violence and harassment in the world of work as a form of discrimination has become an international issue. Therefore, the CEE urges all South Africans to work together to ensure that we develop policies and strategies aimed at adequately addressing the scourge of violence and harassment in all spheres of the society being it in the workplace, schools and in our communities.



9. REFERENCES



9. REFERENCES

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6. South Africa (2013). Employment Equity Amendment Act. No. 47. Government Printer. Pretoria.
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8. Employment Equity Act. 1998, as amended
9. General Administrative Regulations. 2014



10.

APPENDIX



10. APPENDIX

A. WORKFORCE PROFILE AND MOVEMENT FOR ALL EMPLOYEES IN TERMS OF POPULATION GROUP, GENDER AND DISABILITY FOR 2018

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	6 067	2 053	4 193	32 441	3 095	1 189	1 738	7 989	1 755	312	60 832
	10.0%	3.4%	6.9%	53.3%	5.1%	2.0%	2.9%	13.1%	2.9%	0.5%	100.0%
Senior Management	21 620	7 054	10 712	54 392	12 838	4 795	5 870	26 659	3 702	1 164	148 806
	14.5%	4.7%	7.2%	36.6%	8.6%	3.2%	3.9%	17.9%	2.5%	0.8%	100.0%
Professionally qualified	124 916	31 343	31 174	129 206	115 288	28 565	25 066	94 197	12 914	5 061	597 730
	20.9%	5.2%	5.2%	21.6%	19.3%	4.8%	4.2%	15.8%	2.2%	0.8%	100.0%
Skilled	647 057	112 061	54 484	189 254	605 369	108 876	52 725	176 308	24 170	7 722	1 978 026
	32.7%	5.7%	2.8%	9.6%	30.6%	5.5%	2.7%	8.9%	1.2%	0.4%	100.0%
Semi-skilled	1 132 847	144 573	34 902	57 474	826 089	158 150	36 088	80 892	49 867	7 762	2 528 644
	44.8%	5.7%	1.4%	2.3%	32.7%	6.3%	1.4%	3.2%	2.0%	0.3%	100.0%
Unskilled	636 058	75 446	6 568	9 431	464 280	69 059	3 962	4 625	36 287	9 565	1 315 281
	48.4%	5.7%	0.5%	0.7%	35.3%	5.3%	0.3%	0.4%	2.8%	0.7%	100.0%
TOTAL PERMANENT	2 568 565	372 530	142 033	472 198	2 026 959	370 634	125 449	390 670	128 695	31 586	6 629 319
	38.7%	5.6%	2.1%	7.1%	30.6%	5.6%	1.9%	5.9%	1.9%	0.5%	100.0%
Temporary employees	295 704	37 069	5 382	16 933	338 397	43 734	5 444	16 823	18 237	8 834	786 557
	37.6%	4.7%	0.7%	2.2%	43.0%	5.6%	0.7%	2.1%	2.3%	1.1%	100.0%
GRAND TOTAL	2 864 269	409 599	147 415	489 131	2 365 356	414 368	130 893	407 493	146 932	40 420	7 415 876

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	84	41	101	372	38	33	41	94	12	4	820
	10.2%	5.0%	12.3%	45.4%	4.6%	4.0%	5.0%	11.5%	1.5%	0.5%	100.0%
Senior Management	201	107	158	722	117	73	84	308	21	10	1801
	11.2%	5.9%	8.8%	40.1%	6.5%	4.1%	4.7%	17.1%	1.2%	0.6%	100.0%
Professionally qualified	1118	387	391	1 949	962	298	288	1 347	55	23	6 818
	16.4%	5.7%	5.7%	28.6%	14.1%	4.4%	4.2%	19.8%	0.8%	0.3%	100.0%
Skilled	6 263	1 314	706	3 727	4 847	1 128	565	2 848	101	47	21 546
	29.1%	6.1%	3.3%	17.3%	22.5%	5.2%	2.6%	13.2%	0.5%	0.2%	100.0%
Semi-skilled	9 273	1 592	511	1 238	7 036	1 563	456	1 478	341	21	23 509
	39.4%	6.8%	2.2%	5.3%	29.9%	6.6%	1.9%	6.3%	1.5%	0.1%	100.0%
Unskilled	6 383	920	166	373	5 098	741	78	151	352	27	14 289
	44.7%	6.4%	1.2%	2.6%	35.7%	5.2%	0.5%	1.1%	2.5%	0.2%	100.0%
TOTAL PERMANENT	23 322	4 361	2 033	8 381	18 098	3 836	1 512	6 226	882	132	68 783
	33.9%	6.3%	3.0%	12.2%	26.3%	5.6%	2.2%	9.1%	1.3%	0.2%	100.0%
Temporary employees	3 087	346	84	111	3 636	337	71	79	49	25	7 825
	39.5%	4.4%	1.1%	1.4%	46.5%	4.3%	0.9%	1.0%	0.6%	0.3%	100.0%
GRAND TOTAL	26 409	4 707	2 117	8 492	21 734	4 173	1 583	6 305	931	157	76 608

RECRUITMENT FOR ALL EMPLOYEES BY POPULATION GROUP AND GENDER	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	915	189	267	1 434	495	86	168	431	206	39	4 230
	21.6%	4.5%	6.3%	33.9%	11.7%	2.0%	4.0%	10.2%	4.9%	0.9%	100.0%
Senior Management	2 663	784	1 073	5 150	1 686	519	672	2 392	517	144	15 600
	17.1%	5.0%	6.9%	33.0%	10.8%	3.3%	4.3%	15.3%	3.3%	0.9%	100.0%
Professionally qualified	14 697	3 390	3 747	15 063	12 696	2 929	3 168	10 224	2 271	833	69 018
	21.3%	4.9%	5.4%	21.8%	18.4%	4.2%	4.6%	14.8%	3.3%	1.2%	100.0%
Skilled	96 004	17 008	7 508	28 839	72 788	14 200	6 644	185 783	4 344	1 426	434 544
	22.1%	3.9%	1.7%	6.6%	16.8%	3.3%	1.5%	42.8%	1.0%	0.3%	100.0%
Semi-skilled	238 582	32 471	8 312	15 774	168 779	40 232	8 167	17 259	7 140	2 032	538 748
	44.3%	6.0%	1.5%	2.9%	31.3%	7.5%	1.5%	3.2%	1.3%	0.4%	100.0%
Unskilled	194 600	27 930	2 034	3 747	141 045	24 932	1 151	2 034	7 352	1 900	406 725
	47.8%	6.9%	0.5%	0.9%	34.7%	6.1%	0.3%	0.5%	1.8%	0.5%	100.0%
TOTAL PERMANENT	547 461	81 772	22 941	70 007	397 489	82 898	19 970	218 123	21 830	6 374	1 468 865
	37.3%	5.6%	1.6%	4.8%	27.1%	5.6%	1.4%	14.8%	1.5%	0.4%	100.0%
Temporary employees	287 840	41 996	5 077	13 578	286 772	47 025	4 411	13 942	14 866	8 242	723 749
	39.8%	5.8%	0.7%	1.9%	39.6%	6.5%	0.6%	1.9%	2.1%	1.1%	100.0%
GRAND TOTAL	835 301	123 768	28 018	83 585	684 261	129 923	24 381	232 065	36 696	14 616	2 192 614

PROMOTION FOR ALL EMPLOYEES BY POPULATION GROUP AND GENDER	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	428	109	192	825	264	107	118	335	79	21	2 478
	17.3%	4.4%	7.7%	33.3%	10.7%	4.3%	4.8%	13.5%	3.2%	0.8%	100.0%
Senior Management	2 069	592	843	855	1 256	467	620	1 782	275	110	10 869
	19.0%	5.4%	7.8%	26.3%	11.6%	4.3%	5.7%	16.4%	2.5%	1.0%	100.0%
Professionally qualified	11 740	2 477	2 532	6 686	10 757	2 599	2 575	5 351	889	401	46 007
	25.5%	5.4%	5.5%	14.5%	23.4%	5.6%	5.6%	11.6%	1.9%	0.9%	100.0%
Skilled	40 802	6 653	3 158	6 568	38 814	6 997	3 367	6 568	1 205	458	114 590
	35.6%	5.8%	2.8%	5.7%	33.9%	6.1%	2.9%	5.7%	1.1%	0.4%	100.0%
Semi-skilled	44 046	5474	1 170	1 532	39 894	5 253	958	1 329	1 687	238	101 581
	43.4%	5.4%	1.2%	1.5%	39.3%	5.2%	0.9%	1.3%	1.7%	0.2%	100.0%
Unskilled	6 299	676	76	133	4 933	477	38	59	235	73	12 999
	48.5%	5.2%	0.6%	1.0%	37.9%	3.7%	0.3%	0.5%	1.8%	0.6%	100.0%
TOTAL PERMANENT	105 384	15 981	7 971	18 599	95 918	15 900	7 676	15 424	4 370	1 301	288 524
	36.5%	5.5%	2.8%	6.4%	33.2%	5.5%	2.7%	5.3%	1.5%	0.5%	100.0%
Temporary employees	7 949	690	427	522	3 437	691	147	465	261	144	14 733
	54.0%	4.7%	2.9%	3.5%	23.3%	4.7%	1.0%	3.2%	1.8%	1.0%	100.0%
GRAND TOTAL	113 333	16 671	8 398	19 121	99 355	16 591	7 823	15 889	4 631	1 445	303 257

SKILLS DEVELOPMENT FOR ALL EMPLOYEES BY POPULATION GROUP AND GENDER	MALE				FEMALE				TOTAL
	A	C	I	W	A	C	I	W	
Top Management	16 743	465	734	4 362	929	294	402	1 565	25 494
	65.7%	1.8%	2.9%	17.1%	3.6%	1.2%	1.6%	6.1%	100.0%
Senior Management	57 607	2 609	24 274	46 289	56 160	2 489	2 297	7 958	199 683
	28.8%	1.3%	12.2%	23.2%	28.1%	1.2%	1.2%	4.0%	100.0%
Professionally qualified	108 319	12 313	10 861	92 289	51 902	13 892	9 543	30 817	329 936
	32.8%	3.7%	3.3%	28.0%	15.7%	4.2%	2.9%	9.3%	100.0%
Skilled	420 976	41 319	21 898	53 871	297 968	46 904	20 590	61 768	965 294
	43.6%	4.3%	2.3%	5.6%	30.9%	4.9%	2.1%	6.4%	100.0%
Semi-skilled	338 737	40 947	12 243	15 491	244 304	44 871	13 683	22 742	733 018
	46.2%	5.6%	1.7%	2.1%	33.3%	6.1%	1.9%	3.1%	100.0%
Unskilled	133 535	16 451	1 840	2 769	84 451	13 944	1 292	1 114	255 396
	52.3%	6.4%	0.7%	1.1%	33.1%	5.5%	0.5%	0.4%	100.0%
TOTAL PERMANENT	1 075 917	114 104	71 850	215 071	735 714	122 394	47 807	125 964	2 508 821
	42.9%	4.5%	2.9%	8.6%	29.3%	4.9%	1.9%	5.0%	100.0%
Temporary employees	48 308	6 653	1 317	2 382	491 55	8 780	1 499	2 173	120 267
	40.2%	5.5%	1.1%	2.0%	40.9%	7.3%	1.2%	1.8%	100.0%
GRAND TOTAL	1 124 225	120 757	73 167	217 453	784 869	131 174	49 306	128 137	2 629 088

B. WORKFORCE PROFILE FOR ALL EMPLOYEES IN TERMS OF PROVINCE, POPULATION GROUP, GENDER AND DISABILITY

EASTERN CAPE

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	283	104	64	1 503	138	67	14	322	50	6	2 551
	11.1%	4.1%	2.5%	58.9%	5.4%	2.6%	0.5%	12.6%	2.0%	0.2%	100.0%
Senior Management	915	335	107	2 077	532	161	53	884	88	15	5 167
	17.7%	6.5%	2.1%	40.2%	10.3%	3.1%	1.0%	17.1%	1.7%	0.3%	100.0%
Professionally qualified	6 450	1 495	382	4 151	7 186	1 088	217	2 902	506	196	24 573
	26.2%	6.1%	1.6%	16.9%	29.2%	4.4%	0.9%	11.8%	2.1%	0.8%	100.0%
Skilled	28 581	6 885	425	7 495	54 334	6 624	418	7 246	780	256	113 044
	25.3%	6.1%	0.4%	6.6%	48.1%	5.9%	0.4%	6.4%	0.7%	0.2%	100.0%
Semi-skilled	43 651	9 694	178	2 648	37 489	6 957	190	3 124	595	111	104 637
	41.7%	9.3%	0.2%	2.5%	35.8%	6.6%	0.2%	3.0%	0.6%	0.1%	100.0%
Unskilled	28 664	5 557	40	418	26 087	4 831	11	218	561	172	66 559
	43.1%	8.3%	0.1%	0.6%	39.2%	7.3%	0.0%	0.3%	0.8%	0.3%	100.0%
TOTAL PERMANENT	108 544	24 070	1 196	18 292	125 766	19 728	903	14 696	2 580	756	316 531
	34.3%	7.6%	0.4%	5.8%	39.7%	6.2%	0.3%	4.6%	0.8%	0.2%	100.0%
Temporary employees	17 443	3 693	44	595	18 793	3 514	47	578	2 342	483	47 532
	36.7%	7.8%	0.1%	1.3%	39.5%	7.4%	0.1%	1.2%	4.9%	1.0%	100.0%
GRAND TOTAL	125 987	27 763	1 240	18 887	144 559	23 242	950	15 274	4 922	1 239	364 063

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	1	3	1	26	0	4	0	4	0	0	39
	2.6%	7.7%	2.6%	66.7%	0.0%	10.3%	0.0%	10.3%	0.0%	0.0%	100.0%
Senior Management	10	3	4	42	3	1	1	17	0	0	81
	12.3%	3.7%	4.9%	51.9%	3.7%	1.2%	1.2%	21.0%	0.0%	0.0%	100.0%
Professionally qualified	53	24	5	57	36	10	1	34	3	0	223
	23.8%	10.8%	2.2%	25.6%	16.1%	4.5%	0.4%	15.2%	1.3%	0.0%	100.0%
Skilled	209	75	8	119	158	40	2	75	1	0	687
	30.4%	10.9%	1.2%	17.3%	23.0%	5.8%	0.3%	10.9%	0.1%	0.0%	100.0%
Semi-skilled	386	104	2	49	264	86	3	35	0	0	929
	41.6%	11.2%	0.2%	5.3%	28.4%	9.3%	0.3%	3.8%	0.0%	0.0%	100.0%
Unskilled	324	86	3	13	436	73	0	6	0	0	941
	34.4%	9.1%	0.3%	1.4%	46.3%	7.8%	0.0%	0.6%	0.0%	0.0%	100.0%
TOTAL PERMANENT	983	295	23	306	897	214	7	171	4	0	2 900
	33.9%	10.2%	0.8%	10.6%	30.9%	7.4%	0.2%	5.9%	0.1%	0.0%	100.0%
Temporary employees	323	53	0	9	365	45	4	2	0	1	802
	40.3%	6.6%	0.0%	1.1%	45.5%	5.6%	0.5%	0.2%	0.0%	0.1%	100.0%
GRAND TOTAL	1 306	348	23	315	1 262	259	11	173	4	1	3 702

FREE STATE

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	250	25	13	846	114	9	8	173	3	2	1 443
	17.3%	1.7%	0.9%	58.6%	7.9%	0.6%	0.6%	12.0%	0.2%	0.1%	100.0%
Senior Management	528	71	30	982	266	35	13	417	14	4	2 360
	22.4%	3.0%	1.3%	41.6%	11.3%	1.5%	0.6%	17.7%	0.6%	0.2%	100.0%
Professionally qualified	2 343	220	31	2 348	1 424	160	27	1 476	104	33	8 166
	28.7%	2.7%	0.4%	28.8%	17.4%	2.0%	0.3%	18.1%	1.3%	0.4%	100.0%
Skilled	13 354	691	68	4 531	14 974	689	70	5 233	308	83	40 001
	33.4%	1.7%	0.2%	11.3%	37.4%	1.7%	0.2%	13.1%	0.8%	0.2%	100.0%
Semi-skilled	25 439	1 200	37	2 041	12 155	978	46	2 917	2 318	108	47 239
	53.9%	2.5%	0.1%	4.3%	25.7%	2.1%	0.1%	6.2%	4.9%	0.2%	100.0%
Unskilled	21 244	827	13	521	11 944	542	2	252	954	120	36 419
	58.3%	2.3%	0.0%	1.4%	32.8%	1.5%	0.0%	0.7%	2.6%	0.3%	100.0%
TOTAL PERMANENT	63 158	3 034	192	11 269	40 877	2 413	166	10 468	3 701	350	135 628
	46.6%	2.2%	0.1%	8.3%	30.1%	1.8%	0.1%	7.7%	2.7%	0.3%	100.0%
Temporary employees	4 987	374	20	597	5 068	266	61	822	287	160	12 642
	39.4%	3.0%	0.2%	4.7%	40.1%	2.1%	0.5%	6.5%	2.3%	1.3%	100.0%
GRAND TOTAL	68 145	3 408	212	11 866	45 945	2 679	227	11 290	3 988	510	148 270

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	5	0	1	5	0	0	0	0	0	0	11
	45.5%	0.0%	9.1%	45.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Senior Management	5	0	0	17	2	1	0	4	0	0	29
	17.2%	0.0%	0.0%	58.6%	6.9%	3.4%	0.0%	13.8%	0.0%	0.0%	100.0%
Professionally qualified	14	1	0	25	9	2	0	17	0	0	68
	20.6%	1.5%	0.0%	36.8%	13.2%	2.9%	0.0%	25.0%	0.0%	0.0%	100.0%
Skilled	69	6	3	49	26	2	1	44	0	0	200
	34.5%	3.0%	1.5%	24.5%	13.0%	1.0%	0.5%	22.0%	0.0%	0.0%	100.0%
Semi-skilled	174	14	1	34	66	9	0	39	6	0	343
	50.7%	4.1%	0.3%	9.9%	19.2%	2.6%	0.0%	11.4%	1.7%	0.0%	100.0%
Unskilled	117	10	0	29	78	8	0	5	6	0	253
	46.2%	4.0%	0.0%	11.5%	30.8%	3.2%	0.0%	2.0%	2.4%	0.0%	100.0%
TOTAL PERMANENT	384	31	5	159	181	22	1	109	12	0	904
	42.5%	3.4%	0.6%	17.6%	20.0%	2.4%	0.1%	12.1%	1.3%	0.0%	100.0%
Temporary employees	7	0	0	3	10	0	0	0	0	0	20
	35.0%	0.0%	0.0%	15.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
GRAND TOTAL	391	31	5	162	191	22	1	109	12	0	924

GAUTENG PROVINCE

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	3 289	617	1 960	15 834	1 907	398	855	4 137	1 205	218	30 420
	10.8%	2.0%	6.4%	52.1%	6.3%	1.3%	2.8%	13.6%	4.0%	0.7%	100.0%
Senior Management	12 854	2 759	6 026	31 645	8 308	1 914	3 497	15 919	2 620	862	86 404
	14.9%	3.2%	7.0%	36.6%	9.6%	2.2%	4.0%	18.4%	3.0%	1.0%	100.0%
Professionally qualified	76 518	14 652	19 733	85 083	68 433	12 698	16 044	60 397	8 117	3 350	365 025
	21.0%	4.0%	5.4%	23.3%	18.7%	3.5%	4.4%	16.5%	2.2%	0.9%	100.0%
Skilled	388 677	47 920	27 809	122 710	282 181	44 689	26 303	105 449	12 717	4 486	1 062 941
	36.6%	4.5%	2.6%	11.5%	26.5%	4.2%	2.5%	9.9%	1.2%	0.4%	100.0%
Semi-skilled	647 230	45 744	14 174	34 837	412 072	48 031	14 563	45 783	23 822	4 273	1 290 529
	50.2%	3.5%	1.1%	2.7%	31.9%	3.7%	1.1%	3.5%	1.8%	0.3%	100.0%
Unskilled	291 543	14 226	2 282	4 637	190 727	12 898	998	2 123	15 345	3 644	538 423
	54.1%	2.6%	0.4%	0.9%	35.4%	2.4%	0.2%	0.4%	2.8%	0.7%	100.0%
TOTAL PERMANENT	1 420 111	125 918	71 984	294 746	963 628	120 628	62 260	233 808	63 826	16 833	3 373 742
	42.1%	3.7%	2.1%	8.7%	28.6%	3.6%	1.8%	6.9%	1.9%	0.5%	100.0%
Temporary employees	160 642	11 981	2 665	9 776	173 167	14 006	2 570	9 367	5 310	2 880	392 364
	40.9%	3.1%	0.7%	2.5%	44.1%	3.6%	0.7%	2.4%	1.4%	0.7%	100.0%
GRAND TOTAL	1 580 753	137 899	74 649	304 522	1 136 795	134 634	64 830	243 175	69 136	19 713	3 766 106

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	50	13	45	157	27	6	23	41	9	3	374
	13.4%	3.5%	12.0%	42.0%	7.2%	1.6%	6.1%	11.0%	2.4%	0.8%	100.0%
Senior Management	116	42	86	383	81	31	53	174	16	7	989
	11.7%	4.2%	8.7%	38.7%	8.2%	3.1%	5.4%	17.6%	1.6%	0.7%	100.0%
Professionally qualified	769	186	253	1 357	759	157	218	978	34	18	4 729
	16.3%	3.9%	5.3%	28.7%	16.0%	3.3%	4.6%	20.7%	0.7%	0.4%	100.0%
Skilled	4 692	559	391	2 685	3 709	572	382	2 098	77	37	15 202
	30.9%	3.7%	2.6%	17.7%	24.4%	3.8%	2.5%	13.8%	0.5%	0.2%	100.0%
Semi-skilled	5 501	518	197	751	4 376	547	240	1 001	252	11	13 394
	41.1%	3.9%	1.5%	5.6%	32.7%	4.1%	1.8%	7.5%	1.9%	0.1%	100.0%
Unskilled	3 234	221	59	183	2 330	182	30	54	225	11	6 529
	49.5%	3.4%	0.9%	2.8%	35.7%	2.8%	0.5%	0.8%	3.4%	0.2%	100.0%
TOTAL PERMANENT	14 362	1 539	1 031	5 516	11 282	1 495	946	4 346	613	87	41 217
	34.8%	3.7%	2.5%	13.4%	27.4%	3.6%	2.3%	10.5%	1.5%	0.2%	100.0%
Temporary employees	2 230	174	65	64	2 703	190	47	60	14	11	5 558
	40.1%	3.1%	1.2%	1.2%	48.6%	3.4%	0.8%	1.1%	0.3%	0.2%	100.0%
GRAND TOTAL	16 592	1 713	1 096	5 580	13 985	1 685	993	4 406	627	98	46 775

KWAZULU-NATAL

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	887	144	1 677	3 957	377	63	649	852	175	28	8 809
	10.1%	1.6%	19.0%	44.9%	4.3%	0.7%	7.4%	9.7%	2.0%	0.3%	100.0%
Senior Management	2 524	437	3 460	4 771	1 422	308	1 700	2 277	274	57	17 230
	14.6%	2.5%	20.1%	27.7%	8.3%	1.8%	9.9%	13.2%	1.6%	0.3%	100.0%
Professionally qualified	13 078	1 302	8 260	7 818	12 411	1 199	6 426	5 635	1 046	357	57 532
	22.7%	2.3%	14.4%	13.6%	21.6%	2.1%	11.2%	9.8%	1.8%	0.6%	100.0%
Skilled	78 353	4 654	22 055	10 326	101 473	5 149	21 250	10 864	2 110	577	256 811
	30.5%	1.8%	8.6%	4.0%	39.5%	2.0%	8.3%	4.2%	0.8%	0.2%	100.0%
Semi-skilled	153 659	5 923	17 635	3 087	130 533	7 321	17 243	5 399	2 287	464	343 551
	44.7%	1.7%	5.1%	0.9%	38.0%	2.1%	5.0%	1.6%	0.7%	0.1%	100.0%
Unskilled	94 562	2 566	3 634	797	74 938	1 963	2 405	471	2 100	387	183 823
	51.4%	1.4%	2.0%	0.4%	40.8%	1.1%	1.3%	0.3%	1.1%	0.2%	100.0%
TOTAL PERMANENT	343 063	15 026	56 721	30 756	321 154	16 003	49 673	25 498	7 992	1 870	867 756
	39.5%	1.7%	6.5%	3.5%	37.0%	1.8%	5.7%	2.9%	0.9%	0.2%	100.0%
Temporary employees	30 313	1 446	2 171	1 110	41 912	1 232	2 310	1 196	730	98	82 518
	36.7%	1.8%	2.6%	1.3%	50.8%	1.5%	2.8%	1.4%	0.9%	0.1%	100.0%
GRAND TOTAL	373 376	16 472	58 892	31 866	363 066	17 235	51 983	26 694	8 722	1 968	950 274

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	10	2	43	43	3	0	13	14	1	1	130
	7.7%	1.5%	33.1%	33.1%	2.3%	0.0%	10.0%	10.8%	0.8%	0.8%	100.0%
Senior Management	24	4	44	55	19	2	20	23	1	0	192
	12.5%	2.1%	22.9%	28.6%	9.9%	1.0%	10.4%	12.0%	0.5%	0.0%	100.0%
Professionally qualified	83	13	102	102	47	10	45	65	3	1	471
	17.6%	2.8%	21.7%	21.7%	10.0%	2.1%	9.6%	13.8%	0.6%	0.2%	100.0%
Skilled	426	46	256	169	328	57	129	112	3	6	1 532
	27.8%	3.0%	16.7%	11.0%	21.4%	3.7%	8.4%	7.3%	0.2%	0.4%	100.0%
Semi-skilled	1 266	60	267	61	836	45	163	64	1	3	2 766
	45.8%	2.2%	9.7%	2.2%	30.2%	1.6%	5.9%	2.3%	0.0%	0.1%	100.0%
Unskilled	773	30	80	33	770	35	39	15	4	0	1 779
	43.5%	1.7%	4.5%	1.9%	43.3%	2.0%	2.2%	0.8%	0.2%	0.0%	100.0%
TOTAL PERMANENT	2 582	155	792	463	2 003	149	409	293	13	11	6 870
	37.6%	2.3%	11.5%	6.7%	29.2%	2.2%	6.0%	4.3%	0.2%	0.2%	100.0%
Temporary employees	167	12	10	6	201	7	13	5	1	0	422
	39.6%	2.8%	2.4%	1.4%	47.6%	1.7%	3.1%	1.2%	0.2%	0.0%	100.0%
GRAND TOTAL	2 749	167	802	469	2 204	156	422	298	14	11	7 292

LIMPOPO

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	215	8	56	625	107	5	12	175	12	3	1 218
	17.7%	0.7%	4.6%	51.3%	8.8%	0.4%	1.0%	14.4%	1.0%	0.2%	100.0%
Senior Management	923	14	48	773	487	7	24	344	51	11	2 682
	34.4%	0.5%	1.8%	28.8%	18.2%	0.3%	0.9%	12.8%	1.9%	0.4%	100.0%
Professionally qualified	7 675	42	76	1 320	9 110	41	66	920	251	92	19 593
	39.2%	0.2%	0.4%	6.7%	46.5%	0.2%	0.3%	4.7%	1.3%	0.5%	100.0%
Skilled	32 237	149	75	2 178	45 905	123	65	2 155	1 150	216	84 253
	38.3%	0.2%	0.1%	2.6%	54.5%	0.1%	0.1%	2.6%	1.4%	0.3%	100.0%
Semi-skilled	31 764	221	64	539	27 484	134	25	623	2 395	148	63 397
	50.1%	0.3%	0.1%	0.9%	43.4%	0.2%	0.0%	1.0%	3.8%	0.2%	100.0%
Unskilled	20 930	217	13	160	18 498	97	2	46	4 808	1 740	46 511
	45.0%	0.5%	0.0%	0.3%	39.8%	0.2%	0.0%	0.1%	10.3%	3.7%	100.0%
TOTAL PERMANENT	93 744	651	332	5 595	101 591	407	194	4 263	8 667	2 210	217 654
	43.1%	0.3%	0.2%	2.6%	46.7%	0.2%	0.1%	2.0%	4.0%	1.0%	100.0%
Temporary employees	15 542	183	2	118	28 299	523	0	110	2 942	1 451	49 170
	31.6%	0.4%	0.0%	0.2%	57.6%	1.1%	0.0%	0.2%	6.0%	3.0%	100.0%
GRAND TOTAL	109 286	834	334	5 713	129 890	930	194	4 373	11 609	3 661	266 824

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	2	0	1	20	0	1	0	3	0	0	27
	7.4%	0.0%	3.7%	74.1%	0.0%	3.7%	0.0%	11.1%	0.0%	0.0%	100.0%
Senior Management	12	1	1	22	7	0	0	8	0	1	52
	23.1%	1.9%	1.9%	42.3%	13.5%	0.0%	0.0%	15.4%	0.0%	1.9%	100.0%
Professionally qualified	82	0	0	24	33	1	0	14	1	0	155
	52.9%	0.0%	0.0%	15.5%	21.3%	0.6%	0.0%	9.0%	0.6%	0.0%	100.0%
Skilled	201	1	0	32	158	0	3	26	4	0	425
	47.3%	0.2%	0.0%	7.5%	37.2%	0.0%	0.7%	6.1%	0.9%	0.0%	100.0%
Semi-skilled	289	0	1	6	135	2	0	6	16	1	456
	63.4%	0.0%	0.2%	1.3%	29.6%	0.4%	0.0%	1.3%	3.5%	0.2%	100.0%
Unskilled	199	0	0	4	113	0	0	0	28	7	351
	56.7%	0.0%	0.0%	1.1%	32.2%	0.0%	0.0%	0.0%	8.0%	2.0%	100.0%
TOTAL PERMANENT	785	2	3	108	446	4	3	57	49	9	1 466
	53.5%	0.1%	0.2%	7.4%	30.4%	0.3%	0.2%	3.9%	3.3%	0.6%	100.0%
Temporary employees	29	0	0	2	21	0	0	0	3	4	59
	49.2%	0.0%	0.0%	3.4%	35.6%	0.0%	0.0%	0.0%	5.1%	6.8%	100.0%
GRAND TOTAL	814	2	3	110	467	4	3	57	52	13	1 525

MPUMALANGA

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	411	30	76	1 357	171	17	31	313	31	3	2 440
	16.8%	1.2%	3.1%	55.6%	7.0%	0.7%	1.3%	12.8%	1.3%	0.1%	100.0%
Senior Management	1 579	65	148	2 122	670	30	34	805	82	17	5 552
	28.4%	1.2%	2.7%	38.2%	12.1%	0.5%	0.6%	14.5%	1.5%	0.3%	100.0%
Professionally qualified	6 587	117	215	3 919	5 697	125	156	2 231	620	177	19 844
	33.2%	0.6%	1.1%	19.7%	28.7%	0.6%	0.8%	11.2%	3.1%	0.9%	100.0%
Skilled	40 053	565	296	8 635	38 757	422	324	6 381	1 795	144	97 372
	41.1%	0.6%	0.3%	8.9%	39.8%	0.4%	0.3%	6.6%	1.8%	0.1%	100.0%
Semi-skilled	65 759	527	78	2 279	33 451	413	115	2 414	2 694	152	107 882
	61.0%	0.5%	0.1%	2.1%	31.0%	0.4%	0.1%	2.2%	2.5%	0.1%	100.0%
Unskilled	54 256	511	13	610	39 007	353	17	198	3 731	1 006	99 702
	54.4%	0.5%	0.0%	0.6%	39.1%	0.4%	0.0%	0.2%	3.7%	1.0%	100.0%
TOTAL PERMANENT	168 645	1 815	826	18 922	117 753	1 360	677	12 342	8 953	1 499	332 792
	50.7%	0.5%	0.2%	5.7%	35.4%	0.4%	0.2%	3.7%	2.7%	0.5%	100.0%
Temporary employees	17 397	377	90	1 158	14 900	94	22	384	1 769	928	37 119
	46.9%	1.0%	0.2%	3.1%	40.1%	0.3%	0.1%	1.0%	4.8%	2.5%	100.0%
GRAND TOTAL	186 042	2 192	916	20 080	132 653	1 454	699	12 726	10 722	2 427	369 911

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	8	0	1	22	5	0	2	4	0	0	42
	19.0%	0.0%	2.4%	52.4%	11.9%	0.0%	4.8%	9.5%	0.0%	0.0%	100.0%
Senior Management	12	1	5	29	2	0	1	10	1	1	62
	19.4%	1.6%	8.1%	46.8%	3.2%	0.0%	1.6%	16.1%	1.6%	1.6%	100.0%
Professionally qualified	47	3	3	62	22	0	2	24	0	0	163
	28.8%	1.8%	1.8%	38.0%	13.5%	0.0%	1.2%	14.7%	0.0%	0.0%	100.0%
Skilled	245	4	0	111	150	3	1	36	2	1	553
	44.3%	0.7%	0.0%	20.1%	27.1%	0.5%	0.2%	6.5%	0.4%	0.2%	100.0%
Semi-skilled	525	12	2	32	294	10	2	25	9	1	912
	57.6%	1.3%	0.2%	3.5%	32.2%	1.1%	0.2%	2.7%	1.0%	0.1%	100.0%
Unskilled	441	5	3	9	280	8	1	1	17	3	768
	57.4%	0.7%	0.4%	1.2%	36.5%	1.0%	0.1%	0.1%	2.2%	0.4%	100.0%
TOTAL PERMANENT	1 278	25	14	265	753	21	9	100	29	6	2 500
	51.1%	1.0%	0.6%	10.6%	30.1%	0.8%	0.4%	4.0%	1.2%	0.2%	100.0%
Temporary employees	62	4	1	2	65	0	0	0	30	9	173
	35.8%	2.3%	0.6%	1.2%	37.6%	0.0%	0.0%	0.0%	17.3%	5.2%	100.0%
GRAND TOTAL	1 340	29	15	267	818	21	9	100	59	15	2 673

NORTHERN CAPE

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	83	62	11	355	31	24	3	54	6	1	630
	13.2%	9.8%	1.7%	56.3%	4.9%	3.8%	0.5%	8.6%	1.0%	0.2%	100.0%
Senior Management	237	150	12	554	103	80	3	222	14	2	1 377
	17.2%	10.9%	0.9%	40.2%	7.5%	5.8%	0.2%	16.1%	1.0%	0.1%	100.0%
Professionally qualified	1 217	1 062	48	1 234	1 066	918	45	971	120	42	6 723
	18.1%	15.8%	0.7%	18.4%	15.9%	13.7%	0.7%	14.4%	1.8%	0.6%	100.0%
Skilled	4 640	3 174	38	1 840	4 816	4 305	31	1 905	275	97	21 121
	22.0%	15.0%	0.2%	8.7%	22.8%	20.4%	0.1%	9.0%	1.3%	0.5%	100.0%
Semi-skilled	9 873	4 327	18	550	5 107	3 433	25	660	222	46	24 261
	40.7%	17.8%	0.1%	2.3%	21.1%	14.2%	0.1%	2.7%	0.9%	0.2%	100.0%
Unskilled	6 194	2 892	7	117	2 317	1 529	1	56	140	76	13 329
	46.5%	21.7%	0.1%	0.9%	17.4%	11.5%	0.0%	0.4%	1.1%	0.6%	100.0%
TOTAL PERMANENT	22 244	11 667	134	4 650	13 440	10 289	108	3 868	777	264	67 441
	33.0%	17.3%	0.2%	6.9%	19.9%	15.3%	0.2%	5.7%	1.2%	0.4%	100.0%
Temporary employees	9 057	1 796	4	97	8 211	1 987	3	62	203	145	21 565
	42.0%	8.3%	0.0%	0.4%	38.1%	9.2%	0.0%	0.3%	0.9%	0.7%	100.0%
GRAND TOTAL	31 301	13 463	138	4 747	21 651	12 276	111	3 930	980	409	89 006

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	1	0	0	7	0	0	0	1	0	0	9
	11.1%	0.0%	0.0%	77.8%	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%	100.0%
Senior Management	2	1	0	14	0	0	0	3	0	0	20
	10.0%	5.0%	0.0%	70.0%	0.0%	0.0%	0.0%	15.0%	0.0%	0.0%	100.0%
Professionally qualified	7	9	0	11	5	6	0	5	1	0	44
	15.9%	20.5%	0.0%	25.0%	11.4%	13.6%	0.0%	11.4%	2.3%	0.0%	100.0%
Skilled	37	32	1	36	22	16	0	9	0	0	153
	24.2%	20.9%	0.7%	23.5%	14.4%	10.5%	0.0%	5.9%	0.0%	0.0%	100.0%
Semi-skilled	56	36	1	7	32	20	1	9	0	0	162
	34.6%	22.2%	0.6%	4.3%	19.8%	12.3%	0.6%	5.6%	0.0%	0.0%	100.0%
Unskilled	62	20	1	4	54	15	1	2	0	0	159
	39.0%	12.6%	0.6%	2.5%	34.0%	9.4%	0.6%	1.3%	0.0%	0.0%	100.0%
TOTAL PERMANENT	165	98	3	79	113	57	2	29	1	0	547
	30.2%	17.9%	0.5%	14.4%	20.7%	10.4%	0.4%	5.3%	0.2%	0.0%	100.0%
Temporary employees	18	4	0	0	9	4	1	0	0	0	36
	50.0%	11.1%	0.0%	0.0%	25.0%	11.1%	2.8%	0.0%	0.0%	0.0%	100.0%
GRAND TOTAL	183	102	3	79	122	61	3	29	1	0	583

NORTH WEST

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	273	10	32	595	87	3	9	152	13	2	1 176
	23.2%	0.9%	2.7%	50.6%	7.4%	0.3%	0.8%	12.9%	1.1%	0.2%	100.0%
Senior Management	677	38	60	943	287	28	18	389	60	5	2 505
	27.0%	1.5%	2.4%	37.6%	11.5%	1.1%	0.7%	15.5%	2.4%	0.2%	100.0%
Professionally qualified	3 545	152	167	2 745	2 916	158	118	2 018	456	140	12 415
	28.6%	1.2%	1.3%	22.1%	23.5%	1.3%	1.0%	16.3%	3.7%	1.1%	100.0%
Skilled	20 916	473	135	6 248	25 511	545	181	5 746	1 134	101	60 990
	34.3%	0.8%	0.2%	10.2%	41.8%	0.9%	0.3%	9.4%	1.9%	0.2%	100.0%
Semi-skilled	43 960	533	59	1 721	20 674	667	51	2 305	9 160	92	79 222
	55.5%	0.7%	0.1%	2.2%	26.1%	0.8%	0.1%	2.9%	11.6%	0.1%	100.0%
Unskilled	31 071	318	8	317	15 607	270	23	185	3 466	274	51 539
	60.3%	0.6%	0.0%	0.6%	30.3%	0.5%	0.0%	0.4%	6.7%	0.5%	100.0%
TOTAL PERMANENT	100 442	1 524	461	12 569	65 082	1 671	400	10 795	14 289	614	207 847
	48.3%	0.7%	0.2%	6.0%	31.3%	0.8%	0.2%	5.2%	6.9%	0.3%	100.0%
Temporary employees	8 695	134	39	789	15 013	111	24	936	333	76	26 150
	33.3%	0.5%	0.1%	3.0%	57.4%	0.4%	0.1%	3.6%	1.3%	0.3%	100.0%
GRAND TOTAL	109 137	1 658	500	13 358	80 095	1 782	424	11 731	14 622	690	233 997

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	1	0	1	8	2	0	0	5	0	0	17
	5.9%	0.0%	5.9%	47.1%	11.8%	0.0%	0.0%	29.4%	0.0%	0.0%	100.0%
Senior Management	9	1	6	20	1	0	1	9	1	0	48
	18.8%	2.1%	12.5%	41.7%	2.1%	0.0%	2.1%	18.8%	2.1%	0.0%	100.0%
Professionally qualified	20	1	1	49	16	1	1	23	2	1	115
	17.4%	0.9%	0.9%	42.6%	13.9%	0.9%	0.9%	20.0%	1.7%	0.9%	100.0%
Skilled	128	8	0	123	76	4	1	61	2	0	403
	31.8%	2.0%	0.0%	30.5%	18.9%	1.0%	0.2%	15.1%	0.5%	0.0%	100.0%
Semi-skilled	321	5	0	37	158	7	0	31	47	0	606
	53.0%	0.8%	0.0%	6.1%	26.1%	1.2%	0.0%	5.1%	7.8%	0.0%	100.0%
Unskilled	421	2	0	11	175	0	0	4	65	0	678
	62.1%	0.3%	0.0%	1.6%	25.8%	0.0%	0.0%	0.6%	9.6%	0.0%	100.0%
TOTAL PERMANENT	900	17	8	248	428	12	3	133	117	1	1 867
	48.2%	0.9%	0.4%	13.3%	22.9%	0.6%	0.2%	7.1%	6.3%	0.1%	100.0%
Temporary employees	48	2	2	8	31	2	1	2	0	0	96
	50.0%	2.1%	2.1%	8.3%	32.3%	2.1%	1.0%	2.1%	0.0%	0.0%	100.0%
GRAND TOTAL	948	19	10	256	459	14	4	135	117	1	1 963

WESTERN CAPE

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	376	1 053	304	7 369	163	603	157	1 811	260	49	12 145
	3.1%	8.7%	2.5%	60.7%	1.3%	5.0%	1.3%	14.9%	2.1%	0.4%	100.0%
Senior Management	1 383	3 185	821	10 525	763	2 232	528	5 402	499	191	25 529
	5.4%	12.5%	3.2%	41.2%	3.0%	8.7%	2.1%	21.2%	2.0%	0.7%	100.0%
Professionally qualified	7 503	12 301	2 262	20 588	7 045	12 178	1 967	17 647	1 694	674	83 859
	8.9%	14.7%	2.7%	24.6%	8.4%	14.5%	2.3%	21.0%	2.0%	0.8%	100.0%
Skilled	40 246	47 550	3 583	25 291	37 418	46 330	4 083	31 329	3 901	1 762	241 493
	16.7%	19.7%	1.5%	10.5%	15.5%	19.2%	1.7%	13.0%	1.6%	0.7%	100.0%
Semi-skilled	111 512	76 404	2 659	9 772	147 124	90 216	3 830	17 667	6 374	2 368	467 926
	23.8%	16.3%	0.6%	2.1%	31.4%	19.3%	0.8%	3.8%	1.4%	0.5%	100.0%
Unskilled	87 594	48 332	558	1 854	85 155	46 576	503	1 076	5 182	2 146	278 976
	31.4%	17.3%	0.2%	0.7%	30.5%	16.7%	0.2%	0.4%	1.9%	0.8%	100.0%
TOTAL PERMANENT	248 614	188 825	10 187	75 399	277 668	198 135	11 068	74 932	17 910	7 190	1 109 928
	22.4%	17.0%	0.9%	6.8%	25.0%	17.9%	1.0%	6.8%	1.6%	0.6%	100.0%
Temporary employees	31 628	17 085	347	2 693	33 034	22 001	407	3 368	4 321	2 613	117 497
	26.9%	14.5%	0.3%	2.3%	28.1%	18.7%	0.3%	2.9%	3.7%	2.2%	100.0%
GRAND TOTAL	280 242	205 910	10 534	78 092	310 702	220 136	11 475	78 300	22 231	9 803	1 227 425

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	6	23	8	84	1	22	3	22	2	0	171
	3.5%	13.5%	4.7%	49.1%	0.6%	12.9%	1.8%	12.9%	1.2%	0.0%	100.0%
Senior Management	11	54	12	140	2	38	8	60	2	1	328
	3.4%	16.5%	3.7%	42.7%	0.6%	11.6%	2.4%	18.3%	0.6%	0.3%	100.0%
Professionally qualified	43	150	27	262	35	111	21	187	11	3	850
	5.1%	17.6%	3.2%	30.8%	4.1%	13.1%	2.5%	22.0%	1.3%	0.4%	100.0%
Skilled	256	583	47	403	220	434	46	387	12	3	2 391
	10.7%	24.4%	2.0%	16.9%	9.2%	18.2%	1.9%	16.2%	0.5%	0.1%	100.0%
Semi-skilled	755	843	40	261	875	837	47	268	10	5	3 941
	19.2%	21.4%	1.0%	6.6%	22.2%	21.2%	1.2%	6.8%	0.3%	0.1%	100.0%
Unskilled	812	546	20	87	862	420	7	64	7	6	2 831
	28.7%	19.3%	0.7%	3.1%	30.4%	14.8%	0.2%	2.3%	0.2%	0.2%	100.0%
TOTAL PERMANENT	1 883	2 199	154	1 237	1 995	1 862	132	988	44	18	10 512
	17.9%	20.9%	1.5%	11.8%	19.0%	17.7%	1.3%	9.4%	0.4%	0.2%	100.0%
Temporary employees	203	97	6	17	231	89	5	10	1	0	659
	30.8%	14.7%	0.9%	2.6%	35.1%	13.5%	0.8%	1.5%	0.2%	0.0%	100.0%
GRAND TOTAL	2 086	2 296	160	1 254	2 226	1 951	137	998	45	18	11 171

C. WORKFORCE PROFILE BY OF ALL EMPLOYERS BY SECTOR FOR 2018

AGRICULTURE

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	299	139	59	3 728	106	101	13	689	43	4	5 181
	5.8%	2.7%	1.1%	72.0%	2.0%	1.9%	0.3%	13.3%	0.8%	0.1%	100.0%
Senior Management	700	329	112	4 483	274	166	58	1 498	83	18	7 721
	9.1%	4.3%	1.5%	58.1%	3.5%	2.1%	0.8%	19.4%	1.1%	0.2%	100.0%
Professionally qualified	3 400	1 068	362	7 028	1 737	590	281	3 846	253	70	18 635
	18.2%	5.7%	1.9%	37.7%	9.3%	3.2%	1.5%	20.6%	1.4%	0.4%	100.0%
Skilled	19 232	6 644	740	8 694	8 659	3 676	555	6 654	1 090	191	56 135
	34.3%	11.8%	1.3%	15.5%	15.4%	6.5%	1.0%	11.9%	1.9%	0.3%	100.0%
Semi-skilled	60 032	17 141	462	2 656	22 234	8 748	353	3 863	3 345	574	119 408
	50.3%	14.4%	0.4%	2.2%	18.6%	7.3%	0.3%	3.2%	2.8%	0.5%	100.0%
Unskilled	93 750	18 579	65	535	75 631	18 104	23	233	11 378	4 072	222 370
	42.2%	8.4%	0.0%	0.2%	34.0%	8.1%	0.0%	0.1%	5.1%	1.8%	100.0%
TOTAL PERMANENT	177 413	43 900	1 800	27 124	108 641	31 385	1 283	16 783	16 192	4 929	429 450
	41.3%	10.2%	0.4%	6.3%	25.3%	7.3%	0.3%	3.9%	3.8%	1.1%	100.0%
Temporary employees	60 994	11 772	34	528	71 685	16 288	29	305	10 431	5 240	177 306
	34.4%	6.6%	0.0%	0.3%	40.4%	9.2%	0.0%	0.2%	5.9%	3.0%	100.0%
GRAND TOTAL	238 407	55 672	1 834	27 652	180 326	47 673	1 312	17 088	26 623	10 169	606 756

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	4	0	1	53	1	7	0	5	0	0	71
	5.6%	0.0%	1.4%	74.6%	1.4%	9.9%	0.0%	7.0%	0.0%	0.0%	100.0%
Senior Management	8	4	2	69	0	0	1	14	0	1	99
	8.1%	4.0%	2.0%	69.7%	0.0%	0.0%	1.0%	14.1%	0.0%	1.0%	100.0%
Professionally qualified	31	28	6	107	19	6	1	44	1	0	243
	12.8%	11.5%	2.5%	44.0%	7.8%	2.5%	0.4%	18.1%	0.4%	0.0%	100.0%
Skilled	203	81	7	122	74	30	2	85	4	2	610
	33.3%	13.3%	1.1%	20.0%	12.1%	4.9%	0.3%	13.9%	0.7%	0.3%	100.0%
Semi-skilled	541	149	5	50	278	85	4	47	13	0	1 172
	46.2%	12.7%	0.4%	4.3%	23.7%	7.3%	0.3%	4.0%	1.1%	0.0%	100.0%
Unskilled	558	155	0	8	514	109	0	5	33	11	1 393
	40.1%	11.1%	0.0%	0.6%	36.9%	7.8%	0.0%	0.4%	2.4%	0.8%	100.0%
TOTAL PERMANENT	1 345	417	21	409	886	237	8	200	51	14	3 588
	37.5%	11.6%	0.6%	11.4%	24.7%	6.6%	0.2%	5.6%	1.4%	0.4%	100.0%
Temporary employees	144	27	0	4	113	23	0	2	36	18	367
	39.2%	7.4%	0.0%	1.1%	30.8%	6.3%	0.0%	0.5%	9.8%	4.9%	100.0%
GRAND TOTAL	1 489	444	21	413	999	260	8	202	87	32	3 955

CATERING AND ACCOMODATION

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	202	54	101	1 117	127	52	54	462	81	18	2 268
	8.9%	2.4%	4.5%	49.3%	5.6%	2.3%	2.4%	20.4%	3.6%	0.8%	100.0%
Senior Management	916	292	259	1 907	724	337	178	1 620	160	65	6 458
	14.2%	4.5%	4.0%	29.5%	11.2%	5.2%	2.8%	25.1%	2.5%	1.0%	100.0%
Professionally qualified	3 340	919	648	3 096	3 316	1 185	539	3 343	531	263	17 180
	19.4%	5.3%	3.8%	18.0%	19.3%	6.9%	3.1%	19.5%	3.1%	1.5%	100.0%
Skilled	15 704	2 574	1 047	3 496	20 020	4 540	1 405	5 042	1 523	975	56 326
	27.9%	4.6%	1.9%	6.2%	35.5%	8.1%	2.5%	9.0%	2.7%	1.7%	100.0%
Semi-skilled	46 460	4 141	783	1 656	66 972	7 052	1 041	2 754	3 691	1 878	136 428
	34.1%	3.0%	0.6%	1.2%	49.1%	5.2%	0.8%	2.0%	2.7%	1.4%	100.0%
Unskilled	21 506	2 149	70	326	38 424	4 784	79	308	1 424	818	69 888
	30.8%	3.1%	0.1%	0.5%	55.0%	6.8%	0.1%	0.4%	2.0%	1.2%	100.0%
TOTAL PERMANENT	88 128	10 129	2 908	11 598	129 583	17 950	3 296	13 529	7 410	4 017	288 548
	30.5%	3.5%	1.0%	4.0%	44.9%	6.2%	1.1%	4.7%	2.6%	1.4%	100.0%
Temporary employees	5 618	611	52	454	9 835	1 167	56	480	569	309	19 151
	29.3%	3.2%	0.3%	2.4%	51.4%	6.1%	0.3%	2.5%	3.0%	1.6%	100.0%
GRAND TOTAL	93 746	10 740	2 960	12 052	139 418	19 117	3 352	14 009	7 979	4 326	307 699

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	4	1	4	11	3	3	3	7	0	0	36
	11.1%	2.8%	11.1%	30.6%	8.3%	8.3%	8.3%	19.4%	0.0%	0.0%	100.0%
Senior Management	5	2	3	23	5	4	0	18	0	1	61
	8.2%	3.3%	4.9%	37.7%	8.2%	6.6%	0.0%	29.5%	0.0%	1.6%	100.0%
Professionally qualified	32	5	6	37	34	15	4	40	3	1	177
	18.1%	2.8%	3.4%	20.9%	19.2%	8.5%	2.3%	22.6%	1.7%	0.6%	100.0%
Skilled	115	24	10	50	99	42	16	65	5	0	426
	27.0%	5.6%	2.3%	11.7%	23.2%	9.9%	3.8%	15.3%	1.2%	0.0%	100.0%
Semi-skilled	301	55	11	40	345	76	18	46	5	2	899
	33.5%	6.1%	1.2%	4.4%	38.4%	8.5%	2.0%	5.1%	0.6%	0.2%	100.0%
Unskilled	233	27	2	14	325	39	2	9	6	1	658
	35.4%	4.1%	0.3%	2.1%	49.4%	5.9%	0.3%	1.4%	0.9%	0.2%	100.0%
TOTAL PERMANENT	690	114	36	175	811	179	43	185	19	5	2 257
	30.6%	5.1%	1.6%	7.8%	35.9%	7.9%	1.9%	8.2%	0.8%	0.2%	100.0%
Temporary employees	72	2	1	5	92	3	0	2	0	0	177
	40.7%	1.1%	0.6%	2.8%	52.0%	1.7%	0.0%	1.1%	0.0%	0.0%	100.0%
GRAND TOTAL	762	116	37	180	903	182	43	187	19	5	2 434

COMMUNITY SERVICES

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	1 437	263	338	2 205	761	147	203	1 127	95	45	6 621
	21.7%	4.0%	5.1%	33.3%	11.5%	2.2%	3.1%	17.0%	1.4%	0.7%	100.0%
Senior Management	5 850	938	839	3 715	3 940	700	697	3 683	343	190	20 895
	28.0%	4.5%	4.0%	17.8%	18.9%	3.4%	3.3%	17.6%	1.6%	0.9%	100.0%
Professionally qualified	49 070	7 761	5 021	18 716	62 140	9 854	6 616	27 891	3 776	2 010	192 855
	25.4%	4.0%	2.6%	9.7%	32.2%	5.1%	3.4%	14.5%	2.0%	1.0%	100.0%
Skilled	264 945	29 769	10 152	30 608	369 306	38 193	17 245	63 023	3 974	2 742	829 957
	31.9%	3.6%	1.2%	3.7%	44.5%	4.6%	2.1%	7.6%	0.5%	0.3%	100.0%
Semi-skilled	254 128	27 412	5 001	7 707	266 709	40 757	6 654	22 122	1 383	728	632 601
	40.2%	4.3%	0.8%	1.2%	42.2%	6.4%	1.1%	3.5%	0.2%	0.1%	100.0%
Unskilled	90 808	13 135	881	1 399	93 615	10 952	620	1 195	610	297	213 512
	42.5%	6.2%	0.4%	0.7%	43.8%	5.1%	0.3%	0.6%	0.3%	0.1%	100.0%
TOTAL PERMANENT	666 238	79 278	22 232	64 350	796 471	100 603	32 035	119 041	10 181	6 012	1 896 441
	35.1%	4.2%	1.2%	3.4%	42.0%	5.3%	1.7%	6.3%	0.5%	0.3%	100.0%
Temporary employees	63 509	5 161	1 422	5 258	141 008	9 637	2 263	8 609	2 748	1 420	241 035
	26.3%	2.1%	0.6%	2.2%	58.5%	4.0%	0.9%	3.6%	1.1%	0.6%	100.0%
GRAND TOTAL	729 747	84 439	23 654	69 608	937 479	110 240	34 298	127 650	12 929	7 432	2 137 476

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	14	3	7	27	7	1	2	15	1	3	80
	17.5%	3.8%	8.8%	33.8%	8.8%	1.3%	2.5%	18.8%	1.3%	3.8%	100.0%
Senior Management	74	13	12	98	33	11	11	43	2	0	297
	24.9%	4.4%	4.0%	33.0%	11.1%	3.7%	3.7%	14.5%	0.7%	0.0%	100.0%
Professionally qualified	552	111	76	460	591	97	80	489	16	9	2 481
	22.2%	4.5%	3.1%	18.5%	23.8%	3.9%	3.2%	19.7%	0.6%	0.4%	100.0%
Skilled	2 873	374	126	1 053	2 520	347	185	1 243	18	21	8 760
	32.8%	4.3%	1.4%	12.0%	28.8%	4.0%	2.1%	14.2%	0.2%	0.2%	100.0%
Semi-skilled	1 850	350	108	303	1 868	326	98	509	5	2	5 419
	34.1%	6.5%	2.0%	5.6%	34.5%	6.0%	1.8%	9.4%	0.1%	0.0%	100.0%
Unskilled	966	211	17	100	916	120	9	67	2	3	2 411
	40.1%	8.8%	0.7%	4.1%	38.0%	5.0%	0.4%	2.8%	0.1%	0.1%	100.0%
TOTAL PERMANENT	6 329	1 062	346	2 041	5 935	902	385	2 366	44	38	19 448
	32.5%	5.5%	1.8%	10.5%	30.5%	4.6%	2.0%	12.2%	0.2%	0.2%	100.0%
Temporary employees	1 201	86	19	42	1 409	92	13	50	7	6	2 925
	41.1%	2.9%	0.6%	1.4%	48.2%	3.1%	0.4%	1.7%	0.2%	0.2%	100.0%
GRAND TOTAL	7 530	1 148	365	2 083	7 344	994	398	2 416	51	44	22 373

CONSTRUCTION

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	873	350	373	3 546	338	128	156	423	139	16	6 342
	13.8%	5.5%	5.9%	55.9%	5.3%	2.0%	2.5%	6.7%	2.2%	0.3%	100.0%
Senior Management	1 881	699	637	5 109	717	236	203	1 244	275	56	11 057
	17.0%	6.3%	5.8%	46.2%	6.5%	2.1%	1.8%	11.3%	2.5%	0.5%	100.0%
Professionally qualified	7 230	2 067	1 296	9 724	2 677	522	522	2 888	910	138	27 974
	25.8%	7.4%	4.6%	34.8%	9.6%	1.9%	1.9%	10.3%	3.3%	0.5%	100.0%
Skilled	38 849	6 113	1 970	11 101	9 339	1 869	1 071	5 182	2 002	185	77 681
	50.0%	7.9%	2.5%	14.3%	12.0%	2.4%	1.4%	6.7%	2.6%	0.2%	100.0%
Semi-skilled	70 674	5 643	671	2 654	12 551	1 645	530	2 409	2 308	122	99 207
	71.2%	5.7%	0.7%	2.7%	12.7%	1.7%	0.5%	2.4%	2.3%	0.1%	100.0%
Unskilled	54 427	4 560	159	509	16 082	868	48	181	2 211	159	79 204
	68.7%	5.8%	0.2%	0.6%	20.3%	1.1%	0.1%	0.2%	2.8%	0.2%	100.0%
TOTAL PERMANENT	173 934	19 432	5 106	32 643	41 704	5 268	2 530	12 327	7 845	676	301 465
	57.7%	6.4%	1.7%	10.8%	13.8%	1.7%	0.8%	4.1%	2.6%	0.2%	100.0%
Temporary employees	40 941	3 786	300	2 031	13 180	901	83	465	504	53	62 244
	65.8%	6.1%	0.5%	3.3%	21.2%	1.4%	0.1%	0.7%	0.8%	0.1%	100.0%
GRAND TOTAL	214 875	23 218	5 406	34 674	54 884	6 169	2 613	12 792	8 349	729	363 709

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	12	11	16	37	6	5	4	3	1	0	95
	12.6%	11.6%	16.8%	38.9%	6.3%	5.3%	4.2%	3.2%	1.1%	0.0%	100.0%
Senior Management	16	16	12	56	8	3	9	14	0	0	134
	11.9%	11.9%	9.0%	41.8%	6.0%	2.2%	6.7%	10.4%	0.0%	0.0%	100.0%
Professionally qualified	60	25	15	92	23	5	5	32	2	0	259
	23.2%	9.7%	5.8%	35.5%	8.9%	1.9%	1.9%	12.4%	0.8%	0.0%	100.0%
Skilled	323	66	23	122	92	15	19	44	2	0	706
	45.8%	9.3%	3.3%	17.3%	13.0%	2.1%	2.7%	6.2%	0.3%	0.0%	100.0%
Semi-skilled	545	68	6	41	260	24	13	24	1	0	982
	55.5%	6.9%	0.6%	4.2%	26.5%	2.4%	1.3%	2.4%	0.1%	0.0%	100.0%
Unskilled	248	20	5	10	162	18	2	6	2	1	474
	52.3%	4.2%	1.1%	2.1%	34.2%	3.8%	0.4%	1.3%	0.4%	0.2%	100.0%
TOTAL PERMANENT	1 204	206	77	358	551	70	52	123	8	1	2 650
	45.4%	7.8%	2.9%	13.5%	20.8%	2.6%	2.0%	4.6%	0.3%	0.0%	100.0%
Temporary employees	156	24	10	6	148	22	10	1	1	0	378
	41.3%	6.3%	2.6%	1.6%	39.2%	5.8%	2.6%	0.3%	0.3%	0.0%	100.0%
GRAND TOTAL	1 360	230	87	364	699	92	62	124	9	1	3 028

ELECTRICITY, GAS AND WATER

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	234	50	59	401	132	24	38	64	37	4	1 043
	22.4%	4.8%	5.7%	38.4%	12.7%	2.3%	3.6%	6.1%	3.5%	0.4%	100.0%
Senior Management	1 244	155	223	941	796	93	118	339	79	15	4 003
	31.1%	3.9%	5.6%	23.5%	19.9%	2.3%	2.9%	8.5%	2.0%	0.4%	100.0%
Professionally qualified	5 520	850	882	3 358	4 371	416	428	1 140	224	54	17 243
	32.0%	4.9%	5.1%	19.5%	25.3%	2.4%	2.5%	6.6%	1.3%	0.3%	100.0%
Skilled	25 094	2 600	1 088	6 427	15 891	1 377	759	2 647	347	52	56 282
	44.6%	4.6%	1.9%	11.4%	28.2%	2.4%	1.3%	4.7%	0.6%	0.1%	100.0%
Semi-skilled	26 671	2 435	345	1 414	11 285	1 049	321	1 517	194	38	45 269
	58.9%	5.4%	0.8%	3.1%	24.9%	2.3%	0.7%	3.4%	0.4%	0.1%	100.0%
Unskilled	14 213	997	133	310	5 593	322	21	45	124	9	21 767
	65.3%	4.6%	0.6%	1.4%	25.7%	1.5%	0.1%	0.2%	0.6%	0.0%	100.0%
TOTAL PERMANENT	72 976	7 087	2 730	12 851	38 068	3 281	1 685	5 752	1 005	172	145 607
	50.1%	4.9%	1.9%	8.8%	26.1%	2.3%	1.2%	4.0%	0.7%	0.1%	100.0%
Temporary employees	4 654	508	42	171	6 390	432	32	93	48	5	12 375
	37.6%	4.1%	0.3%	1.4%	51.6%	3.5%	0.3%	0.8%	0.4%	0.0%	100.0%
GRAND TOTAL	77 630	7 595	2 772	13 022	44 458	3 713	1 717	5 845	1 053	177	157 982

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	3	0	4	5	2	0	1	2	0	0	17
	17.6%	0.0%	23.5%	29.4%	11.8%	0.0%	5.9%	11.8%	0.0%	0.0%	100.0%
Senior Management	10	1	4	18	6	2	4	6	0	0	51
	19.6%	2.0%	7.8%	35.3%	11.8%	3.9%	7.8%	11.8%	0.0%	0.0%	100.0%
Professionally qualified	58	17	13	102	50	4	9	24	1	0	278
	20.9%	6.1%	4.7%	36.7%	18.0%	1.4%	3.2%	8.6%	0.4%	0.0%	100.0%
Skilled	379	65	60	312	218	27	11	93	0	0	1 165
	32.5%	5.6%	5.2%	26.8%	18.7%	2.3%	0.9%	8.0%	0.0%	0.0%	100.0%
Semi-skilled	520	75	10	64	213	29	7	61	1	0	980
	53.1%	7.7%	1.0%	6.5%	21.7%	3.0%	0.7%	6.2%	0.1%	0.0%	100.0%
Unskilled	166	16	5	8	80	4	0	3	0	0	282
	58.9%	5.7%	1.8%	2.8%	28.4%	1.4%	0.0%	1.1%	0.0%	0.0%	100.0%
TOTAL PERMANENT	1 136	174	96	509	569	66	32	189	2	0	2 773
	41.0%	6.3%	3.5%	18.4%	20.5%	2.4%	1.2%	6.8%	0.1%	0.0%	100.0%
Temporary employees	24	0	1	0	15	0	0	0	0	0	40
	60.0%	0.0%	2.5%	0.0%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
GRAND TOTAL	1 160	174	97	509	584	66	32	189	2	0	2 813

FINANCE AND BUSINESS SERVICES

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	1 020	296	622	5 432	615	246	365	1 754	359	92	10 801
	9.4%	2.7%	5.8%	50.3%	5.7%	2.3%	3.4%	16.2%	3.3%	0.9%	100.0%
Senior Management	3 379	1 260	2 586	11 811	2 639	1 148	1 948	7 432	1 069	461	33 733
	10.0%	3.7%	7.7%	35.0%	7.8%	3.4%	5.8%	22.0%	3.2%	1.4%	100.0%
Professionally qualified	20 512	7 020	9 233	30 317	20 046	7 925	8 762	26 110	3 282	1 478	134 685
	15.2%	5.2%	6.9%	22.5%	14.9%	5.9%	6.5%	19.4%	2.4%	1.1%	100.0%
Skilled	57 030	15 092	9 824	24 039	74 630	24 831	13 223	35 671	2 477	1 609	258 426
	22.1%	5.8%	3.8%	9.3%	28.9%	9.6%	5.1%	13.8%	1.0%	0.6%	100.0%
Semi-skilled	105 537	15 076	6 538	7 095	104 238	25 265	9 508	15 512	1 569	1 120	291 458
	36.2%	5.2%	2.2%	2.4%	35.8%	8.7%	3.3%	5.3%	0.5%	0.4%	100.0%
Unskilled	46 194	4 136	468	491	42 945	4 649	319	400	1 041	730	101 373
	45.6%	4.1%	0.5%	0.5%	42.4%	4.6%	0.3%	0.4%	1.0%	0.7%	100.0%
TOTAL PERMANENT	233 672	42 880	29 271	79 185	245 113	64 064	34 125	86 879	9 797	5 490	830 476
	28.1%	5.2%	3.5%	9.5%	29.5%	7.7%	4.1%	10.5%	1.2%	0.7%	100.0%
Temporary employees	53 471	6 188	1 148	2 933	40 051	6 034	923	3 210	1 207	614	115 779
	46.2%	5.3%	1.0%	2.5%	34.6%	5.2%	0.8%	2.8%	1.0%	0.5%	100.0%
GRAND TOTAL	287 143	49 068	30 419	82 118	285 164	70 098	35 048	90 089	11 004	6 104	946 255

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	15	6	10	54	7	5	10	24	4	1	136
	11.0%	4.4%	7.4%	39.7%	5.1%	3.7%	7.4%	17.6%	2.9%	0.7%	100.0%
Senior Management	26	19	34	131	24	19	26	76	12	6	373
	7.0%	5.1%	9.1%	35.1%	6.4%	5.1%	7.0%	20.4%	3.2%	1.6%	100.0%
Professionally qualified	130	69	98	423	126	92	103	378	16	7	1 442
	9.0%	4.8%	6.8%	29.3%	8.7%	6.4%	7.1%	26.2%	1.1%	0.5%	100.0%
Skilled	436	148	120	371	555	298	149	568	11	10	2 666
	16.4%	5.6%	4.5%	13.9%	20.8%	11.2%	5.6%	21.3%	0.4%	0.4%	100.0%
Semi-skilled	856	117	64	128	1 150	258	124	278	4	7	2 986
	28.7%	3.9%	2.1%	4.3%	38.5%	8.6%	4.2%	9.3%	0.1%	0.2%	100.0%
Unskilled	494	77	24	13	545	84	12	10	1	1	1 261
	39.2%	6.1%	1.9%	1.0%	43.2%	6.7%	1.0%	0.8%	0.1%	0.1%	100.0%
TOTAL PERMANENT	1 957	436	350	1 120	2 407	756	424	1 334	48	32	8 864
	22.1%	4.9%	3.9%	12.6%	27.2%	8.5%	4.8%	15.0%	0.5%	0.4%	100.0%
Temporary employees	309	40	3	13	353	34	5	6	2	1	766
	40.3%	5.2%	0.4%	1.7%	46.1%	4.4%	0.7%	0.8%	0.3%	0.1%	100.0%
GRAND TOTAL	2 266	476	353	1 133	2 760	790	429	1 340	50	33	9 630

MANUFACTURING

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	633	363	1 010	6 388	332	179	306	1 131	486	58	10 886
	5.8%	3.3%	9.3%	58.7%	3.0%	1.6%	2.8%	10.4%	4.5%	0.5%	100.0%
Senior Management	2 229	1 334	2 246	10 312	1 027	661	912	3 561	661	111	23 054
	9.7%	5.8%	9.7%	44.7%	4.5%	2.9%	4.0%	15.4%	2.9%	0.5%	100.0%
Professionally qualified	10 451	4 305	5 571	22 792	5 532	2 396	2 779	9 418	1 364	337	64 945
	16.1%	6.6%	8.6%	35.1%	8.5%	3.7%	4.3%	14.5%	2.1%	0.5%	100.0%
Skilled	73 106	21 774	12 867	40 083	27 182	11 227	6 446	19 433	4 179	638	216 935
	33.7%	10.0%	5.9%	18.5%	12.5%	5.2%	3.0%	9.0%	1.9%	0.3%	100.0%
Semi-skilled	172 040	30 984	8 726	12 856	64 500	22 315	5 369	9 106	4 935	703	331 534
	51.9%	9.3%	2.6%	3.9%	19.5%	6.7%	1.6%	2.7%	1.5%	0.2%	100.0%
Unskilled	103 607	13 822	2 182	2 148	54 251	12 180	1 119	508	2 790	634	193 241
	53.6%	7.2%	1.1%	1.1%	28.1%	6.3%	0.6%	0.3%	1.4%	0.3%	100.0%
TOTAL PERMANENT	362 066	72 582	32 602	94 579	152 824	48 958	16 931	43 157	14 415	2 481	840 595
	43.1%	8.6%	3.9%	11.3%	18.2%	5.8%	2.0%	5.1%	1.7%	0.3%	100.0%
Temporary employees	27 939	4 425	904	2 341	16 265	3 814	435	824	1 790	848	59 585
	46.9%	7.4%	1.5%	3.9%	27.3%	6.4%	0.7%	1.4%	3.0%	1.4%	100.0%
GRAND TOTAL	390 005	77 007	33 506	96 920	169 089	52 772	17 366	43 981	16 205	3 329	900 180

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	9	13	17	91	7	4	2	15	3	0	161
	5.6%	8.1%	10.6%	56.5%	4.3%	2.5%	1.2%	9.3%	1.9%	0.0%	100.0%
Senior Management	24	27	30	151	10	16	12	51	3	0	324
	7.4%	8.3%	9.3%	46.6%	3.1%	4.9%	3.7%	15.7%	0.9%	0.0%	100.0%
Professionally qualified	84	47	79	330	38	30	29	109	8	3	757
	11.1%	6.2%	10.4%	43.6%	5.0%	4.0%	3.8%	14.4%	1.1%	0.4%	100.0%
Skilled	796	319	193	693	342	161	73	279	26	8	2 890
	27.5%	11.0%	6.7%	24.0%	11.8%	5.6%	2.5%	9.7%	0.9%	0.3%	100.0%
Semi-skilled	2 086	458	165	226	1 163	333	79	177	20	4	4 711
	44.3%	9.7%	3.5%	4.8%	24.7%	7.1%	1.7%	3.8%	0.4%	0.1%	100.0%
Unskilled	1 228	212	57	75	981	181	23	12	11	3	2 783
	44.1%	7.6%	2.0%	2.7%	35.2%	6.5%	0.8%	0.4%	0.4%	0.1%	100.0%
TOTAL PERMANENT	4 227	1 076	541	1 566	2 541	725	218	643	71	18	11 626
	36.4%	9.3%	4.7%	13.5%	21.9%	6.2%	1.9%	5.5%	0.6%	0.2%	100.0%
Temporary employees	475	100	25	23	678	88	17	8	2	0	1 416
	33.5%	7.1%	1.8%	1.6%	47.9%	6.2%	1.2%	0.6%	0.1%	0.0%	100.0%
GRAND TOTAL	4 702	1 176	566	1 589	3 219	813	235	651	73	18	13 042

MINING AND QUARRYING

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	301	38	37	798	104	10	18	114	44	6	1 470
	20.5%	2.6%	2.5%	54.3%	7.1%	0.7%	1.2%	7.8%	3.0%	0.4%	100.0%
Senior Management	1 073	123	195	2 530	285	41	95	430	112	20	4 904
	21.9%	2.5%	4.0%	51.6%	5.8%	0.8%	1.9%	8.8%	2.3%	0.4%	100.0%
Professionally qualified	5 178	606	407	6 689	2 054	217	266	1 789	389	63	17 658
	29.3%	3.4%	2.3%	37.9%	11.6%	1.2%	1.5%	10.1%	2.2%	0.4%	100.0%
Skilled	42 072	3 270	532	18 788	9 882	842	299	4 249	3 511	84	83 529
	50.4%	3.9%	0.6%	22.5%	11.8%	1.0%	0.4%	5.1%	4.2%	0.1%	100.0%
Semi-skilled	128 275	3 997	104	2 799	18 437	1 003	107	1 647	24 211	203	180 783
	71.0%	2.2%	0.1%	1.5%	10.2%	0.6%	0.1%	0.9%	13.4%	0.1%	100.0%
Unskilled	70 511	728	14	583	15 758	222	7	86	12 248	1 040	101 197
	69.7%	0.7%	0.0%	0.6%	15.6%	0.2%	0.0%	0.1%	12.1%	1.0%	100.0%
TOTAL PERMANENT	247 410	8 762	1 289	32 187	46 520	2 335	792	8 315	40 515	1 416	389 541
	63.5%	2.2%	0.3%	8.3%	11.9%	0.6%	0.2%	2.1%	10.4%	0.4%	100.0%
Temporary employees	4 786	322	34	875	1 996	192	26	175	128	9	8 543
	56.0%	3.8%	0.4%	10.2%	23.4%	2.2%	0.3%	2.0%	1.5%	0.1%	100.0%
GRAND TOTAL	252 196	9 084	1 323	33 062	48 516	2 527	818	8 490	40 643	1 425	398 084

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	5	1	0	9	0	0	1	2	0	0	18
	27.8%	5.6%	0.0%	50.0%	0.0%	0.0%	5.6%	11.1%	0.0%	0.0%	100.0%
Senior Management	3	0	2	25	0	1	1	3	1	0	36
	8.3%	0.0%	5.6%	69.4%	0.0%	2.8%	2.8%	8.3%	2.8%	0.0%	100.0%
Professionally qualified	21	5	5	72	3	1	0	16	3	1	127
	16.5%	3.9%	3.9%	56.7%	2.4%	0.8%	0.0%	12.6%	2.4%	0.8%	100.0%
Skilled	235	27	3	247	42	7	2	40	27	0	630
	37.3%	4.3%	0.5%	39.2%	6.7%	1.1%	0.3%	6.3%	4.3%	0.0%	100.0%
Semi-skilled	859	25	4	52	170	22	2	23	280	1	1 438
	59.7%	1.7%	0.3%	3.6%	11.8%	1.5%	0.1%	1.6%	19.5%	0.1%	100.0%
Unskilled	1 153	14	1	5	180	8	1	0	286	1	1 649
	69.9%	0.8%	0.1%	0.3%	10.9%	0.5%	0.1%	0.0%	17.3%	0.1%	100.0%
TOTAL PERMANENT	2 276	72	15	410	395	39	7	84	597	3	3 898
	58.4%	1.8%	0.4%	10.5%	10.1%	1.0%	0.2%	2.2%	15.3%	0.1%	100.0%
Temporary employees	36	0	0	7	38	1	1	2	0	0	85
	42.4%	0.0%	0.0%	8.2%	44.7%	1.2%	1.2%	2.4%	0.0%	0.0%	100.0%
GRAND TOTAL	2 312	72	15	417	433	40	8	86	597	3	3 983

RETAIL AND MOTOR

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	212	147	400	2 690	92	92	128	668	62	9	4 500
	4.7%	3.3%	8.9%	59.8%	2.0%	2.0%	2.8%	14.8%	1.4%	0.2%	100.0%
Senior Management	1 307	761	998	4 546	746	572	479	2 292	146	43	11 890
	11.0%	6.4%	8.4%	38.2%	6.3%	4.8%	4.0%	19.3%	1.2%	0.4%	100.0%
Professionally qualified	5 971	2 579	2 353	7 811	4 624	2 640	1 531	5 727	272	134	33 642
	17.7%	7.7%	7.0%	23.2%	13.7%	7.8%	4.6%	17.0%	0.8%	0.4%	100.0%
Skilled	27 753	7 245	4 566	11 990	24 990	9 456	3 468	9 571	820	311	100 170
	27.7%	7.2%	4.6%	12.0%	24.9%	9.4%	3.5%	9.6%	0.8%	0.3%	100.0%
Semi-skilled	86 753	14 540	4 403	6 894	151 663	31 262	4 791	7 655	1 757	848	310 566
	27.9%	4.7%	1.4%	2.2%	48.8%	10.1%	1.5%	2.5%	0.6%	0.3%	100.0%
Unskilled	53 349	7 062	983	1 265	60 757	9 602	642	710	1 456	645	136 471
	39.1%	5.2%	0.7%	0.9%	44.5%	7.0%	0.5%	0.5%	1.1%	0.5%	100.0%
TOTAL PERMANENT	175 345	32 334	13 703	35 196	242 872	53 624	11 039	26 623	4 513	1 990	597 239
	29.4%	5.4%	2.3%	5.9%	40.7%	9.0%	1.8%	4.5%	0.8%	0.3%	100.0%
Temporary employees	8 069	1 264	268	507	11 414	1 928	273	457	265	149	24 594
	32.8%	5.1%	1.1%	2.1%	46.4%	7.8%	1.1%	1.9%	1.1%	0.6%	100.0%
GRAND TOTAL	252 196	9 084	1 323	33 062	48 516	2 527	818	8 490	40 643	1 425	398 084

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	1	1	18	33	0	2	4	6	0	0	65
	1.5%	1.5%	27.7%	50.8%	0.0%	3.1%	6.2%	9.2%	0.0%	0.0%	100.0%
Senior Management	12	9	19	64	4	3	4	28	0	1	144
	8.3%	6.3%	13.2%	44.4%	2.8%	2.1%	2.8%	19.4%	0.0%	0.7%	100.0%
Professionally qualified	33	21	30	94	21	19	24	89	2	0	333
	9.9%	6.3%	9.0%	28.2%	6.3%	5.7%	7.2%	26.7%	0.6%	0.0%	100.0%
Skilled	202	61	46	166	177	78	35	134	1	0	900
	22.4%	6.8%	5.1%	18.4%	19.7%	8.7%	3.9%	14.9%	0.1%	0.0%	100.0%
Semi-skilled	545	113	42	113	643	217	46	121	3	3	1 846
	29.5%	6.1%	2.3%	6.1%	34.8%	11.8%	2.5%	6.6%	0.2%	0.2%	100.0%
Unskilled	551	61	19	57	565	43	4	18	4	6	1 328
	41.5%	4.6%	1.4%	4.3%	42.5%	3.2%	0.3%	1.4%	0.3%	0.5%	100.0%
TOTAL PERMANENT	1 344	266	174	527	1 410	362	117	396	10	10	4 616
	29.1%	5.8%	3.8%	11.4%	30.5%	7.8%	2.5%	8.6%	0.2%	0.2%	100.0%
Temporary employees	46	5	0	2	65	13	2	1	1	0	135
	34.1%	3.7%	0.0%	1.5%	48.1%	9.6%	1.5%	0.7%	0.7%	0.0%	100.0%
GRAND TOTAL	1 390	271	174	529	1 475	375	119	397	11	10	4 751

TRANSPORT AND STORAGE

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	516	155	425	2 100	287	110	189	493	206	20	4 501
	11.5%	3.4%	9.4%	46.7%	6.4%	2.4%	4.2%	11.0%	4.6%	0.4%	100.0%
Senior Management	1 714	545	1 065	3 774	913	323	501	1 734	456	99	11 124
	15.4%	4.9%	9.6%	33.9%	8.2%	2.9%	4.5%	15.6%	4.1%	0.9%	100.0%
Professionally qualified	9 128	2 373	2 969	10 696	5 094	1 309	1 602	5 077	1 231	309	39 788
	22.9%	6.0%	7.5%	26.9%	12.8%	3.3%	4.0%	12.8%	3.1%	0.8%	100.0%
Skilled	56 392	11 139	6 936	20 477	27 051	6 225	3 755	11 100	2 575	431	146 081
	38.6%	7.6%	4.7%	14.0%	18.5%	4.3%	2.6%	7.6%	1.8%	0.3%	100.0%
Semi-skilled	97 331	12 298	4 118	5 779	39 749	6 144	2 815	5 425	3 139	331	177 129
	54.9%	6.9%	2.3%	3.3%	22.4%	3.5%	1.6%	3.1%	1.8%	0.2%	100.0%
Unskilled	29 415	2 992	400	525	10 910	1 009	96	180	650	226	46 403
	63.4%	6.4%	0.9%	1.1%	23.5%	2.2%	0.2%	0.4%	1.4%	0.5%	100.0%
TOTAL PERMANENT	194 496	29 502	15 913	43 351	84 004	15 120	8 958	24 009	8 257	1 416	425 026
	45.8%	6.9%	3.7%	10.2%	19.8%	3.6%	2.1%	5.6%	1.9%	0.3%	100.0%
Temporary employees	10 700	897	401	655	6 151	646	195	358	205	65	20 273
	52.8%	4.4%	2.0%	3.2%	30.3%	3.2%	1.0%	1.8%	1.0%	0.3%	100.0%
GRAND TOTAL	205 196	30 399	16 314	44 006	90 155	15 766	9 153	24 367	8 462	1 481	445 299

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	11	2	10	18	4	3	7	4	0	0	59
	18.6%	3.4%	16.9%	30.5%	6.8%	5.1%	11.9%	6.8%	0.0%	0.0%	100.0%
Senior Management	13	12	19	45	10	8	11	31	1	1	151
	8.6%	7.9%	12.6%	29.8%	6.6%	5.3%	7.3%	20.5%	0.7%	0.7%	100.0%
Professionally qualified	79	35	28	153	39	15	19	65	2	2	437
	18.1%	8.0%	6.4%	35.0%	8.9%	3.4%	4.3%	14.9%	0.5%	0.5%	100.0%
Skilled	573	117	79	447	545	76	45	183	5	2	2 072
	27.7%	5.6%	3.8%	21.6%	26.3%	3.7%	2.2%	8.8%	0.2%	0.1%	100.0%
Semi-skilled	767	119	53	123	579	83	32	104	3	0	1 863
	41.2%	6.4%	2.8%	6.6%	31.1%	4.5%	1.7%	5.6%	0.2%	0.0%	100.0%
Unskilled	326	47	17	20	380	55	9	4	3	0	861
	37.9%	5.5%	2.0%	2.3%	44.1%	6.4%	1.0%	0.5%	0.3%	0.0%	100.0%
TOTAL PERMANENT	1 769	332	206	806	1 557	240	123	391	14	5	5 443
	32.5%	6.1%	3.8%	14.8%	28.6%	4.4%	2.3%	7.2%	0.3%	0.1%	100.0%
Temporary employees	319	31	16	3	383	37	16	1	0	0	806
	39.6%	3.8%	2.0%	0.4%	47.5%	4.6%	2.0%	0.1%	0.0%	0.0%	100.0%
GRAND TOTAL	2 088	363	222	809	1 940	277	139	392	14	5	6 249

WHOLESALE TRADE, COMMERCIAL AGENTS AND ALLIED SERVICES

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	340	198	769	4 036	201	100	268	1 064	203	40	7 219
	4.7%	2.7%	10.7%	55.9%	2.8%	1.4%	3.7%	14.7%	2.8%	0.6%	100.0%
Senior Management	1 327	618	1 552	5 264	777	518	681	2 826	318	86	13 967
	9.5%	4.4%	11.1%	37.7%	5.6%	3.7%	4.9%	20.2%	2.3%	0.6%	100.0%
Professionally qualified	5 116	1 795	2 432	8 979	3 697	1 511	1 740	6 968	682	205	33 125
	15.4%	5.4%	7.3%	27.1%	11.2%	4.6%	5.3%	21.0%	2.1%	0.6%	100.0%
Skilled	26 880	5 841	4 762	13 551	18 419	6 640	4 499	13 736	1 672	504	96 504
	27.9%	6.1%	4.9%	14.0%	19.1%	6.9%	4.7%	14.2%	1.7%	0.5%	100.0%
Semi-skilled	84 946	10 906	3 751	5 964	67 751	12 910	4 599	8 882	3 335	1 217	204 261
	41.6%	5.3%	1.8%	2.9%	33.2%	6.3%	2.3%	4.3%	1.6%	0.6%	100.0%
Unskilled	58 278	7 286	1 213	1 340	50 314	6 367	988	779	2 355	935	129 855
	44.9%	5.6%	0.9%	1.0%	38.7%	4.9%	0.8%	0.6%	1.8%	0.7%	100.0%
TOTAL PERMANENT	176 887	26 644	14 479	39 134	141 159	28 046	12 775	34 255	8 565	2 987	484 931
	36.5%	5.5%	3.0%	8.1%	29.1%	5.8%	2.6%	7.1%	1.8%	0.6%	100.0%
Temporary employees	15 023	2 135	777	1 180	20 422	2 695	1 129	1 847	342	122	45 672
	32.9%	4.7%	1.7%	2.6%	44.7%	5.9%	2.5%	4.0%	0.7%	0.3%	100.0%
GRAND TOTAL	191 910	28 779	15 256	40 314	161 581	30 741	13 904	36 102	8 907	3 109	530 603

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	6	3	14	34	1	3	7	11	3	0	82
	7.3%	3.7%	17.1%	41.5%	1.2%	3.7%	8.5%	13.4%	3.7%	0.0%	100.0%
Senior Management	10	4	21	42	17	6	5	24	2	0	131
	7.6%	3.1%	16.0%	32.1%	13.0%	4.6%	3.8%	18.3%	1.5%	0.0%	100.0%
Professionally qualified	38	24	35	79	18	14	14	61	1	0	284
	13.4%	8.5%	12.3%	27.8%	6.3%	4.9%	4.9%	21.5%	0.4%	0.0%	100.0%
Skilled	128	32	39	144	183	47	28	114	2	4	721
	17.8%	4.4%	5.4%	20.0%	25.4%	6.5%	3.9%	15.8%	0.3%	0.6%	100.0%
Semi-skilled	403	63	43	98	367	110	33	88	6	2	1 213
	33.2%	5.2%	3.5%	8.1%	30.3%	9.1%	2.7%	7.3%	0.5%	0.2%	100.0%
Unskilled	460	80	19	63	450	80	16	17	4	0	1 189
	38.7%	6.7%	1.6%	5.3%	37.8%	6.7%	1.3%	1.4%	0.3%	0.0%	100.0%
TOTAL PERMANENT	1 045	206	171	460	1 036	260	103	315	18	6	3 620
	28.9%	5.7%	4.7%	12.7%	28.6%	7.2%	2.8%	8.7%	0.5%	0.2%	100.0%
Temporary employees	305	31	9	6	342	24	7	6	0	0	730
	41.8%	4.2%	1.2%	0.8%	46.8%	3.3%	1.0%	0.8%	0.0%	0.0%	100.0%
GRAND TOTAL	1 350	237	180	466	1 378	284	110	321	18	6	4 350

D. WORKFORCE PROFILE BY OF ALL EMPLOYERS BY BUSINESS TYPE FOR 2018

ALL GOVERNMENT

ALL GOVERNMENT WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	927	118	80	115	484	45	32	50	3	2	1 856
	49.9%	6.4%	4.3%	6.2%	26.1%	2.4%	1.7%	2.7%	0.2%	0.1%	100.0%
Senior Management	5 185	600	494	1 074	3 474	328	325	623	59	34	12 196
	42.5%	4.9%	4.1%	8.8%	28.5%	2.7%	2.7%	5.1%	0.5%	0.3%	100.0%
Professionally qualified	36 140	5 573	2 879	9 989	41 510	6 888	3 505	10 632	1 323	608	119 047
	30.4%	4.7%	2.4%	8.4%	34.9%	5.8%	2.9%	8.9%	1.1%	0.5%	100.0%
Skilled	148 865	20 358	5 957	18 697	194 294	20 751	5 943	26 054	1 342	662	442 923
	33.6%	4.6%	1.3%	4.2%	43.9%	4.7%	1.3%	5.9%	0.3%	0.1%	100.0%
Semi-skilled	127 514	18 930	2 963	2 918	152 214	19 329	2 619	6 033	212	116	332 848
	38.3%	5.7%	0.9%	0.9%	45.7%	5.8%	0.8%	1.8%	0.1%	0.0%	100.0%
Unskilled	52 830	8 424	562	650	43 597	4 208	231	299	19	10	110 830
	47.7%	7.6%	0.5%	0.6%	39.3%	3.8%	0.2%	0.3%	0.0%	0.0%	100.0%
TOTAL PERMANENT	371 461	54 003	12 935	33 443	435 573	51 549	12 655	43 691	2 958	1 432	1 019 700
	36.4%	5.3%	1.3%	3.3%	42.7%	5.1%	1.2%	4.3%	0.3%	0.1%	100.0%
Temporary employees	22 838	1 598	382	1 115	56 639	2 244	535	1 929	568	232	88 080
	25.9%	1.8%	0.4%	1.3%	64.3%	2.5%	0.6%	2.2%	0.6%	0.3%	100.0%
GRAND TOTAL	394 299	55 601	13 317	34 558	492 212	53 793	13 190	45 620	3 526	1 664	1 107 780

WORKFORCE PROFILE FOR ALL GOVERNMENT EMPLOYEES WITH DISABILITIES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	9	0	2	3	4	1	0	1	0	0	20
	45.0%	0.0%	10.0%	15.0%	20.0%	5.0%	0.0%	5.0%	0.0%	0.0%	100.0%
Senior Management	55	6	7	45	23	5	7	13	0	0	161
	34.2%	3.7%	4.3%	28.0%	14.3%	3.1%	4.3%	8.1%	0.0%	0.0%	100.0%
Professionally qualified	476	99	65	351	419	57	57	300	6	2	1 832
	26.0%	5.4%	3.5%	19.2%	22.9%	3.1%	3.1%	16.4%	0.3%	0.1%	100.0%
Skilled	1 654	331	96	885	1 745	226	106	861	11	8	5 923
	27.9%	5.6%	1.6%	14.9%	29.5%	3.8%	1.8%	14.5%	0.2%	0.1%	100.0%
Semi-skilled	1 460	282	71	127	1 198	202	38	221	1	0	3 600
	40.6%	7.8%	2.0%	3.5%	33.3%	5.6%	1.1%	6.1%	0.0%	0.0%	100.0%
Unskilled	597	137	13	26	353	49	6	9	0	0	1 190
	50.2%	11.5%	1.1%	2.2%	29.7%	4.1%	0.5%	0.8%	0.0%	0.0%	100.0%
TOTAL PERMANENT	4 251	855	254	1 437	3 742	540	214	1 405	18	10	12 726
	33.4%	6.7%	2.0%	11.3%	29.4%	4.2%	1.7%	11.0%	0.1%	0.1%	100.0%
Temporary employees	105	10	1	4	100	3	4	9	2	0	238
	44.1%	4.2%	0.4%	1.7%	42.0%	1.3%	1.7%	3.8%	0.8%	0.0%	100.0%
GRAND TOTAL	4 356	865	255	1 441	3 842	543	218	1 414	20	10	12 964

NATIONAL GOVERNMENT

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	189	26	23	24	113	11	11	14	2	1	414
	45.7%	6.3%	5.6%	5.8%	27.3%	2.7%	2.7%	3.4%	0.5%	0.2%	100.0%
Senior Management	2 272	254	260	512	1 712	147	194	377	33	30	5 791
	39.2%	4.4%	4.5%	8.8%	29.6%	2.5%	3.4%	6.5%	0.6%	0.5%	100.0%
Professionally qualified	14 558	1 938	1 077	4 797	13 445	1 504	859	3 467	330	172	42 147
	34.5%	4.6%	2.6%	11.4%	31.9%	3.6%	2.0%	8.2%	0.8%	0.4%	100.0%
Skilled	72 555	10 948	2 840	12 280	51 620	7 239	1 734	10 273	46	74	169 609
	42.8%	6.5%	1.7%	7.2%	30.4%	4.3%	1.0%	6.1%	0.0%	0.0%	100.0%
Semi-skilled	64 178	7 171	1 066	1 299	65 682	7 256	989	2 875	76	44	150 636
	42.6%	4.8%	0.7%	0.9%	43.6%	4.8%	0.7%	1.9%	0.1%	0.0%	100.0%
Unskilled	8 200	769	73	112	9 282	737	16	36	1	4	19 230
	42.6%	4.0%	0.4%	0.6%	48.3%	3.8%	0.1%	0.2%	0.0%	0.0%	100.0%
TOTAL PERMANENT	161 952	21 106	5 339	19 024	141 854	16 894	3 803	17 042	488	325	387 827
	41.8%	5.4%	1.4%	4.9%	36.6%	4.4%	1.0%	4.4%	0.1%	0.1%	100.0%
Temporary employees	6 918	281	47	224	21 741	575	67	212	297	97	30 459
	22.7%	0.9%	0.2%	0.7%	71.4%	1.9%	0.2%	0.7%	1.0%	0.3%	100.0%
GRAND TOTAL	168 870	21 387	5 386	19 248	163 595	17 469	3 870	17 254	785	422	418 286

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	2	0	0	1	1	0	0	0	0	0	4
	50.0%	0.0%	0.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Senior Management	26	2	3	20	14	3	7	10	0	0	85
	30.6%	2.4%	3.5%	23.5%	16.5%	3.5%	8.2%	11.8%	0.0%	0.0%	100.0%
Professionally qualified	158	30	26	168	92	16	19	105	3	1	618
	25.6%	4.9%	4.2%	27.2%	14.9%	2.6%	3.1%	17.0%	0.5%	0.2%	100.0%
Skilled	819	155	45	640	445	83	34	432	0	0	2 653
	30.9%	5.8%	1.7%	24.1%	16.8%	3.1%	1.3%	16.3%	0.0%	0.0%	100.0%
Semi-skilled	572	109	18	72	540	80	12	115	0	0	1 518
	37.7%	7.2%	1.2%	4.7%	35.6%	5.3%	0.8%	7.6%	0.0%	0.0%	100.0%
Unskilled	45	9	0	8	33	6	1	2	0	0	104
	43.3%	8.7%	0.0%	7.7%	31.7%	5.8%	1.0%	1.9%	0.0%	0.0%	100.0%
TOTAL PERMANENT	1 622	305	92	909	1 125	188	73	664	3	1	4 982
	32.6%	6.1%	1.8%	18.2%	22.6%	3.8%	1.5%	13.3%	0.1%	0.0%	100.0%
Temporary employees	6	1	0	1	9	2	0	2	0	0	21
	28.6%	4.8%	0.0%	4.8%	42.9%	9.5%	0.0%	9.5%	0.0%	0.0%	100.0%
GRAND TOTAL	1 628	306	92	910	1 134	190	73	666	3	1	5 003

PROVINCIAL GOVERNMENT

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	186	22	8	20	106	14	7	13	0	1	377
	49.3%	5.8%	2.1%	5.3%	28.1%	3.7%	1.9%	3.4%	0.0%	0.3%	100.0%
Senior Management	1 295	157	84	170	913	110	74	112	14	2	2 931
	44.2%	5.4%	2.9%	5.8%	31.1%	3.8%	2.5%	3.8%	0.5%	0.1%	100.0%
Professionally qualified	16 831	2 489	1 461	3 678	24 454	4 756	2 457	6 485	962	424	63 997
	26.3%	3.9%	2.3%	5.7%	38.2%	7.4%	3.8%	10.1%	1.5%	0.7%	100.0%
Skilled	60 050	4 028	1 325	3 494	129 419	10 449	3 403	14 090	1 248	571	228 077
	26.3%	1.8%	0.6%	1.5%	56.7%	4.6%	1.5%	6.2%	0.5%	0.3%	100.0%
Semi-skilled	36 209	4 241	574	536	69 019	7 389	856	1 880	127	65	120 896
	30.0%	3.5%	0.5%	0.4%	57.1%	6.1%	0.7%	1.6%	0.1%	0.1%	100.0%
Unskilled	15 194	1 269	87	211	18 465	1 246	82	172	10	6	36 742
	41.4%	3.5%	0.2%	0.6%	50.3%	3.4%	0.2%	0.5%	0.0%	0.0%	100.0%
TOTAL PERMANENT	129 765	12 206	3 539	8 109	242 376	23 964	6 879	22 752	2 361	1 069	453 020
	28.6%	2.7%	0.8%	1.8%	53.5%	5.3%	1.5%	5.0%	0.5%	0.2%	100.0%
Temporary employees	10 737	428	263	792	29 730	943	402	1 623	263	126	45 307
	23.7%	0.9%	0.6%	1.7%	65.6%	2.1%	0.9%	3.6%	0.6%	0.3%	100.0%
GRAND TOTAL	140 502	12 634	3 802	8 901	272 106	24 907	7 281	24 375	2 624	1 195	498 327

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	2	0	0	0	0	1	0	0	0	0	3
	66.7%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	100.0%
Senior Management	21	2	3	7	6	0	0	1	0	0	40
	52.5%	5.0%	7.5%	17.5%	15.0%	0.0%	0.0%	2.5%	0.0%	0.0%	100.0%
Professionally qualified	272	40	34	139	307	32	36	184	3	1	1 048
	26.0%	3.8%	3.2%	13.3%	29.3%	3.1%	3.4%	17.6%	0.3%	0.1%	100.0%
Skilled	698	72	25	149	1 209	75	61	371	8	6	2 674
	26.1%	2.7%	0.9%	5.6%	45.2%	2.8%	2.3%	13.9%	0.3%	0.2%	100.0%
Semi-skilled	614	52	26	15	509	42	18	47	1	0	1 324
	46.4%	3.9%	2.0%	1.1%	38.4%	3.2%	1.4%	3.5%	0.1%	0.0%	100.0%
Unskilled	271	13	4	11	224	15	2	4	0	0	544
	49.8%	2.4%	0.7%	2.0%	41.2%	2.8%	0.4%	0.7%	0.0%	0.0%	100.0%
TOTAL PERMANENT	1 878	179	92	321	2 255	165	117	607	12	7	5 633
	33.3%	3.2%	1.6%	5.7%	40.0%	2.9%	2.1%	10.8%	0.2%	0.1%	100.0%
Temporary employees	58	4	1	2	57	0	2	7	2	0	133
	43.6%	3.0%	0.8%	1.5%	42.9%	0.0%	1.5%	5.3%	1.5%	0.0%	100.0%
GRAND TOTAL	1 936	183	93	323	2 312	165	119	614	14	7	5 766

LOCAL GOVERNMENT

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	552	70	49	71	265	20	14	23	1	0	1 065
	51.8%	6.6%	4.6%	6.7%	24.9%	1.9%	1.3%	2.2%	0.1%	0.0%	100.0%
Senior Management	1 618	189	150	392	849	71	57	134	12	2	3 474
	46.6%	5.4%	4.3%	11.3%	24.4%	2.0%	1.6%	3.9%	0.3%	0.1%	100.0%
Professionally qualified	4 751	1 146	341	1 514	3 611	628	189	680	31	12	12 903
	36.8%	8.9%	2.6%	11.7%	28.0%	4.9%	1.5%	5.3%	0.2%	0.1%	100.0%
Skilled	16 260	5 382	1 792	2 923	13 255	3 063	806	1 691	48	17	45 237
	35.9%	11.9%	4.0%	6.5%	29.3%	6.8%	1.8%	3.7%	0.1%	0.0%	100.0%
Semi-skilled	27 127	7 518	1 323	1 083	17 513	4 684	774	1 278	9	7	61 316
	44.2%	12.3%	2.2%	1.8%	28.6%	7.6%	1.3%	2.1%	0.0%	0.0%	100.0%
Unskilled	29 436	6 386	402	327	15 850	2 225	133	91	8	0	54 858
	53.7%	11.6%	0.7%	0.6%	28.9%	4.1%	0.2%	0.2%	0.0%	0.0%	100.0%
TOTAL PERMANENT	79 744	20 691	4 057	6 310	51 343	10 691	1 973	3 897	109	38	178 853
	44.6%	11.6%	2.3%	3.5%	28.7%	6.0%	1.1%	2.2%	0.1%	0.0%	100.0%
Temporary employees	5 183	889	72	99	5 168	726	66	94	8	9	12 314
	42.1%	7.2%	0.6%	0.8%	42.0%	5.9%	0.5%	0.8%	0.1%	0.1%	100.0%
GRAND TOTAL	84 927	21 580	4 129	6 409	56 511	11 417	2 039	3 991	117	47	191 167

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	5	0	2	2	3	0	0	1	0	0	13
	38.5%	0.0%	15.4%	15.4%	23.1%	0.0%	0.0%	7.7%	0.0%	0.0%	100.0%
Senior Management	8	2	1	18	3	2	0	2	0	0	36
	22.2%	5.6%	2.8%	50.0%	8.3%	5.6%	0.0%	5.6%	0.0%	0.0%	100.0%
Professionally qualified	46	29	5	44	20	9	2	11	0	0	166
	27.7%	17.5%	3.0%	26.5%	12.0%	5.4%	1.2%	6.6%	0.0%	0.0%	100.0%
Skilled	137	104	26	96	91	68	11	58	3	2	596
	23.0%	17.4%	4.4%	16.1%	15.3%	11.4%	1.8%	9.7%	0.5%	0.3%	100.0%
Semi-skilled	274	121	27	40	149	80	8	59	0	0	758
	36.1%	16.0%	3.6%	5.3%	19.7%	10.6%	1.1%	7.8%	0.0%	0.0%	100.0%
Unskilled	281	115	9	7	96	28	3	3	0	0	542
	51.8%	21.2%	1.7%	1.3%	17.7%	5.2%	0.6%	0.6%	0.0%	0.0%	100.0%
TOTAL PERMANENT	751	371	70	207	362	187	24	134	3	2	2 111
	35.6%	17.6%	3.3%	9.8%	17.1%	8.9%	1.1%	6.3%	0.1%	0.1%	100.0%
Temporary employees	41	5	0	1	34	1	2	0	0	0	84
	48.8%	6.0%	0.0%	1.2%	40.5%	1.2%	2.4%	0.0%	0.0%	0.0%	100.0%
GRAND TOTAL	792	376	70	208	396	188	26	134	3	2	2 195

PRIVATE SECTOR

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	4 447	1 809	3 983	31 560	2 172	1 058	1 615	7 391	1 676	269	55 980
	7.9%	3.2%	7.1%	56.4%	3.9%	1.9%	2.9%	13.2%	3.0%	0.5%	100.0%
Senior Management	13 451	5 927	9 651	51 151	7 372	4 053	5 128	23 784	3 308	969	124 794
	10.8%	4.7%	7.7%	41.0%	5.9%	3.2%	4.1%	19.1%	2.7%	0.8%	100.0%
Professionally qualified	64 249	22 190	24 805	106 005	45 592	18 462	18 306	67 734	8 597	2 944	378 884
	17.0%	5.9%	6.5%	28.0%	12.0%	4.9%	4.8%	17.9%	2.3%	0.8%	100.0%
Skilled	397 616	79 000	43 331	150 748	229 550	71 556	36 915	120 366	20 698	5 552	1 155 332
	34.4%	6.8%	3.8%	13.0%	19.9%	6.2%	3.2%	10.4%	1.8%	0.5%	100.0%
Semi-skilled	928 601	115 213	30 615	50 113	587 147	121 883	31 767	64 397	49 173	7 212	1 986 121
	46.8%	5.8%	1.5%	2.5%	29.6%	6.1%	1.6%	3.2%	2.5%	0.4%	100.0%
Unskilled	551 612	62 054	5 876	8 298	381 116	59 250	3 595	3 667	36 022	9 407	1 120 897
	49.2%	5.5%	0.5%	0.7%	34.0%	5.3%	0.3%	0.3%	3.2%	0.8%	100.0%
TOTAL PERMANENT	1 959 976	286 193	118 261	397 875	1 252 949	276 262	97 326	287 339	119 474	26 353	4 822 008
	40.6%	5.9%	2.5%	8.3%	26.0%	5.7%	2.0%	6.0%	2.5%	0.5%	100.0%
Temporary employees	252 750	34 065	4 235	11 756	245 943	39 227	3 584	9 103	15 643	7 534	623 840
	40.5%	5.5%	0.7%	1.9%	39.4%	6.3%	0.6%	1.5%	2.5%	1.2%	100.0%
GRAND TOTAL	2 212 726	320 258	122 496	409 631	1 498 892	315 489	100 910	296 442	135 117	33 887	5 445 848

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	70	40	94	355	31	31	41	88	11	1	762
	9.2%	5.2%	12.3%	46.6%	4.1%	4.1%	5.4%	11.5%	1.4%	0.1%	100.0%
Senior Management	120	96	148	633	73	61	72	267	20	10	1 500
	8.0%	6.4%	9.9%	42.2%	4.9%	4.1%	4.8%	17.8%	1.3%	0.7%	100.0%
Professionally qualified	445	247	288	1 341	293	200	203	856	36	13	3 922
	11.3%	6.3%	7.3%	34.2%	7.5%	5.1%	5.2%	21.8%	0.9%	0.3%	100.0%
Skilled	3 717	857	522	2 198	2 113	799	411	1 591	81	29	12 318
	30.2%	7.0%	4.2%	17.8%	17.2%	6.5%	3.3%	12.9%	0.7%	0.2%	100.0%
Semi-skilled	6 802	1 171	416	901	5 016	1 257	391	1 071	340	20	17 385
	39.1%	6.7%	2.4%	5.2%	28.9%	7.2%	2.2%	6.2%	2.0%	0.1%	100.0%
Unskilled	5 442	735	147	297	4 435	646	70	95	351	23	12 241
	44.5%	6.0%	1.2%	2.4%	36.2%	5.3%	0.6%	0.8%	2.9%	0.2%	100.0%
TOTAL PERMANENT	16 596	3 146	1 615	5 725	11 961	2 994	1 188	3 968	839	96	48 128
	34.5%	6.5%	3.4%	11.9%	24.9%	6.2%	2.5%	8.2%	1.7%	0.2%	100.0%
Temporary employees	2 911	332	79	83	3 474	333	63	49	42	19	7 385
	39.4%	4.5%	1.1%	1.1%	47.0%	4.5%	0.9%	0.7%	0.6%	0.3%	100.0%
GRAND TOTAL	19 507	3 478	1 694	5 808	15 435	3 327	1 251	4 017	881	115	55 513

STATE OWN ENTERPRISE (SOE)

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	327	33	56	142	202	24	25	59	9	4	881
	37.1%	3.7%	6.4%	16.1%	22.9%	2.7%	2.8%	6.7%	1.0%	0.5%	100.0%
Senior Management	1 311	190	301	623	924	107	153	306	70	22	4 007
	32.7%	4.7%	7.5%	15.5%	23.1%	2.7%	3.8%	7.6%	1.7%	0.5%	100.0%
Professionally qualified	8 894	1 218	1 435	5 135	7 036	813	845	1 938	393	151	27 858
	31.9%	4.4%	5.2%	18.4%	25.3%	2.9%	3.0%	7.0%	1.4%	0.5%	100.0%
Skilled	33 852	4 175	1 816	10 376	25 280	2 571	1 133	3 698	167	87	83 155
	40.7%	5.0%	2.2%	12.5%	30.4%	3.1%	1.4%	4.4%	0.2%	0.1%	100.0%
Semi-skilled	33 711	3 625	569	1 887	18 311	2 042	396	1 419	23	39	62 022
	54.4%	5.8%	0.9%	3.0%	29.5%	3.3%	0.6%	2.3%	0.0%	0.1%	100.0%
Unskilled	7 084	656	14	54	3 896	251	6	17	3	4	11 985
	59.1%	5.5%	0.1%	0.5%	32.5%	2.1%	0.1%	0.1%	0.0%	0.0%	100.0%
TOTAL PERMANENT	85 179	9 897	4 191	18 217	55 649	5 808	2 558	7 437	665	307	189 908
	44.9%	5.2%	2.2%	9.6%	29.3%	3.1%	1.3%	3.9%	0.4%	0.2%	100.0%
Temporary employees	2 130	95	20	98	1 756	39	20	37	15	6	4 216
	50.5%	2.3%	0.5%	2.3%	41.7%	0.9%	0.5%	0.9%	0.4%	0.1%	100.0%
GRAND TOTAL	87 309	9 992	4 211	18 315	57 405	5 847	2 578	7 474	680	313	194 124

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	2	0	2	5	2	0	0	1	0	0	12
	16.7%	0.0%	16.7%	41.7%	16.7%	0.0%	0.0%	8.3%	0.0%	0.0%	100.0%
Senior Management	9	2	2	15	8	4	1	7	0	0	48
	18.8%	4.2%	4.2%	31.3%	16.7%	8.3%	2.1%	14.6%	0.0%	0.0%	100.0%
Professionally qualified	109	20	18	141	66	10	10	47	3	2	426
	25.6%	4.7%	4.2%	33.1%	15.5%	2.3%	2.3%	11.0%	0.7%	0.5%	100.0%
Skilled	610	68	64	483	592	56	18	157	2	1	2 051
	29.7%	3.3%	3.1%	23.5%	28.9%	2.7%	0.9%	7.7%	0.1%	0.0%	100.0%
Semi-skilled	647	92	16	86	331	34	11	66	0	0	1 283
	50.4%	7.2%	1.2%	6.7%	25.8%	2.7%	0.9%	5.1%	0.0%	0.0%	100.0%
Unskilled	96	8	1	7	53	6	1	2	0	0	174
	55.2%	4.6%	0.6%	4.0%	30.5%	3.4%	0.6%	1.1%	0.0%	0.0%	100.0%
TOTAL PERMANENT	1 473	190	103	737	1 052	110	41	280	5	3	3 994
	36.9%	4.8%	2.6%	18.5%	26.3%	2.8%	1.0%	7.0%	0.1%	0.1%	100.0%
Temporary employees	17	0	0	1	11	0	0	0	0	0	29
	58.6%	0.0%	0.0%	3.4%	37.9%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
GRAND TOTAL	1 490	190	103	738	1 063	110	41	280	5	3	4 023

NON-PROFIT ORGANISATION

WORKFORCE PROFILE FOR ALL EMPLOYEES	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	255	72	45	319	165	45	48	244	40	24	1 257
	20.3%	5.7%	3.6%	25.4%	13.1%	3.6%	3.8%	19.4%	3.2%	1.9%	100.0%
Senior Management	1 082	224	151	695	724	209	137	779	112	73	4 186
	25.8%	5.4%	3.6%	16.6%	17.3%	5.0%	3.3%	18.6%	2.7%	1.7%	100.0%
Professionally qualified	3 524	1 128	317	1 780	3 739	992	416	2 341	278	209	14 724
	23.9%	7.7%	2.2%	12.1%	25.4%	6.7%	2.8%	15.9%	1.9%	1.4%	100.0%
Skilled	13 189	5 254	553	3 158	15 559	7 224	764	5 129	226	212	51 268
	25.7%	10.2%	1.1%	6.2%	30.3%	14.1%	1.5%	10.0%	0.4%	0.4%	100.0%
Semi-skilled	17 433	5 027	327	1 329	21 604	11 597	494	5 010	184	162	63 167
	27.6%	8.0%	0.5%	2.1%	34.2%	18.4%	0.8%	7.9%	0.3%	0.3%	100.0%
Unskilled	11 364	3 774	19	240	13 376	4 181	27	353	77	74	33 485
	33.9%	11.3%	0.1%	0.7%	39.9%	12.5%	0.1%	1.1%	0.2%	0.2%	100.0%
TOTAL PERMANENT	46 847	15 479	1 412	7 521	55 167	24 248	1 886	13 856	917	754	168 087
	27.9%	9.2%	0.8%	4.5%	32.8%	14.4%	1.1%	8.2%	0.5%	0.4%	100.0%
Temporary employees	4 629	340	64	300	5 425	595	84	328	35	27	11 827
	39.1%	2.9%	0.5%	2.5%	45.9%	5.0%	0.7%	2.8%	0.3%	0.2%	100.0%
GRAND TOTAL	51 476	15 819	1 476	7 821	60 592	24 843	1 970	14 184	952	781	179 914

WORKFORCE PROFILE FOR PEOPLE WITH DISABILITIES ONLY	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	0	1	2	5	1	1	0	2	1	3	16
	0.0%	6.3%	12.5%	31.3%	6.3%	6.3%	0.0%	12.5%	6.3%	18.8%	100.0%
Senior Management	11	3	1	17	10	1	4	11	1	0	59
	18.6%	5.1%	1.7%	28.8%	16.9%	1.7%	6.8%	18.6%	1.7%	0.0%	100.0%
Professionally qualified	28	9	10	31	31	9	7	34	0	1	160
	17.5%	5.6%	6.3%	19.4%	19.4%	5.6%	4.4%	21.3%	0.0%	0.6%	100.0%
Skilled	90	33	6	54	65	17	7	59	1	0	332
	27.1%	9.9%	1.8%	16.3%	19.6%	5.1%	2.1%	17.8%	0.3%	0.0%	100.0%
Semi-skilled	141	25	4	94	149	40	11	76	0	1	541
	26.1%	4.6%	0.7%	17.4%	27.5%	7.4%	2.0%	14.0%	0.0%	0.2%	100.0%
Unskilled	115	34	1	35	95	27	1	40	0	2	350
	32.9%	9.7%	0.3%	10.0%	27.1%	7.7%	0.3%	11.4%	0.0%	0.6%	100.0%
TOTAL PERMANENT	385	105	24	236	351	95	30	222	3	7	1 458
	26.4%	7.2%	1.6%	16.2%	24.1%	6.5%	2.1%	15.2%	0.2%	0.5%	100.0%
Temporary employees	10	1	1	1	11	0	0	3	0	0	27
	37.0%	3.7%	3.7%	3.7%	40.7%	0.0%	0.0%	11.1%	0.0%	0.0%	100.0%
GRAND TOTAL	395	106	25	237	362	95	30	225	3	7	1 485

APPENDIX E: WORKFORCE PROFILE OF ALL EMPLOYERS BY RACE, GENDER AND DISABILITY FOR 2016 AND 2017

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WORKFORCE PROFILE FOR ALL EMPLOYEES BY POPULATION GROUP AND GENDER FOR 2017	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	5 804	2 001	4 141	33 130	2 883	1 125	1 559	8 024	1 767	321	60 755
	9.6%	3.3%	6.8%	54.5%	4.7%	1.9%	2.6%	13.2%	2.9%	0.5%	100.0%
Senior Management	20 495	6 863	10 400	55 955	11 944	4 512	5 575	26 436	3 544	1 153	146 877
	14.0%	4.7%	7.1%	38.1%	8.1%	3.1%	3.8%	18.0%	2.4%	0.8%	100.0%
Professionally qualified and experienced specialists and mid-management	128 588	31 313	30 733	132 695	136 562	29 342	24 464	97 133	12 794	5 263	628 887
	20.4%	5.0%	4.9%	21.1%	21.7%	4.7%	3.9%	15.4%	2.0%	0.8%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	622 270	109 782	54 853	195 082	553 218	105 718	52 332	179 067	25 248	7 373	1 904 943
	32.7%	5.8%	2.9%	10.2%	29.0%	5.5%	2.7%	9.4%	1.3%	0.4%	100.0%
Semi-skilled and discretionary decision making	1 120 004	145 201	35 695	60 960	801 806	156 295	36 329	85 341	51 528	7 651	2 500 810
	44.8%	5.8%	1.4%	2.4%	32.1%	6.2%	1.5%	3.4%	2.1%	0.3%	100.0%
Unskilled and defined decision making	652 886	76 099	6 776	10 205	452 518	70 741	4 040	5 007	36 341	9 383	1 323 996
	49.3%	5.7%	0.5%	0.8%	34.2%	5.3%	0.3%	0.4%	2.7%	0.7%	100.0%
TOTAL PERMANENT	2 550 047	371 259	142 598	488 027	1 958 931	367 733	124 299	401 008	131 222	31 144	6 566 268
	38.8%	5.7%	2.2%	7.4%	29.8%	5.6%	1.9%	6.1%	2.0%	0.5%	100.0%
Temporary employees	288 955	41 155	5 821	18 592	285 902	42 589	5 683	19 862	17 357	7 244	733 160
	39.4%	5.6%	0.8%	2.5%	39.0%	5.8%	0.8%	2.7%	2.4%	1.0%	100.0%
GRAND TOTAL	2 839 002	412 414	148 419	506 619	2 244 833	410 322	129 982	420 870	148 579	38 388	7 299 428

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES FOR 2017	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	71	45	97	354	32	23	32	99	15	2	770
	9.2%	5.8%	12.6%	46.0%	4.2%	3.0%	4.2%	12.9%	1.9%	0.3%	100.0%
Senior Management	216	109	149	823	97	73	81	324	14	5	1 891
	11.4%	5.8%	7.9%	43.5%	5.1%	3.9%	4.3%	17.1%	0.7%	0.3%	100.0%
Professionally qualified and experienced specialists and mid-management	1 260	437	436	2 545	1 063	365	333	1 692	46	19	8 196
	15.4%	5.3%	5.3%	31.1%	13.0%	4.5%	4.1%	20.6%	0.6%	0.2%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	6 026	1 349	742	3 831	5 856	1 254	601	3 297	87	36	23 079
	26.1%	5.8%	3.2%	16.6%	25.4%	5.4%	2.6%	14.3%	0.4%	0.2%	100.0%
Semi-skilled and discretionary decision making	8 805	1 587	505	1 259	6 488	1 527	441	1 507	259	22	22 400
	39.3%	7.1%	2.3%	5.6%	29.0%	6.8%	2.0%	6.7%	1.2%	0.1%	100.0%
Unskilled and defined decision making	5 841	888	158	350	4 287	711	57	127	366	24	12 809
	45.6%	6.9%	1.2%	2.7%	33.5%	5.6%	0.4%	1.0%	2.9%	0.2%	100.0%
TOTAL PERMANENT	22 219	4 415	2 087	9 162	17 823	3 953	1 545	7 046	787	108	69 145
	32.1%	6.4%	3.0%	13.3%	25.8%	5.7%	2.2%	10.2%	1.1%	0.2%	100.0%
Temporary employees	1 714	253	51	109	2 074	237	55	71	38	15	4 617
	37.1%	5.5%	1.1%	2.4%	44.9%	5.1%	1.2%	1.5%	0.8%	0.3%	100.0%
GRAND TOTAL	23 933	4 668	2 138	9 271	19 897	4 190	1 600	7 117	825	123	73 762

WORKFORCE PROFILE FOR ALL EMPLOYEES BY POPULATION GROUP AND GENDER FOR 2016	MALE				FEMALE				FOREIGN NATIONAL		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top Management	5 938 9.9%	1 938 3.2%	3 914 6.5%	33 339 55.5%	2 731 4.5%	1 035 1.7%	1 406 2.3%	7 716 12.9%	1 706 2.8%	314 0.5%	60 037 100.0%
Senior Management	20 122 14.0%	6 682 4.6%	9 906 6.9%	55 923 38.9%	11 287 7.9%	4 242 3.0%	5 103 3.6%	26 199 18.2%	3 230 2.2%	1 012 0.7%	143 706 100.0%
Professionally qualified and experienced specialists and mid-management	121 311 20.4%	30 442 5.1%	28 632 4.8%	131 077 22.1%	125 558 21.1%	27 208 4.6%	21 750 3.7%	91 732 15.4%	12 035 2.0%	4 573 0.8%	594 318 100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	607 628 32.7%	110 468 5.9%	55 899 3.0%	204 244 11.0%	511 306 27.5%	103 451 5.6%	50 993 2.7%	182 158 9.8%	25 416 1.4%	7 273 0.4%	1 858 836 100.0%
Semi-skilled and discretionary decision making	1 088 113 45.2%	142 806 5.9%	36 955 1.5%	62 511 2.6%	745 817 31.0%	153 778 6.4%	36 803 1.5%	87 258 3.6%	48 036 2.0%	6 886 0.3%	2 408 963 100.0%
Unskilled and defined decision making	631 967 49.4%	75 173 5.9%	6 768 0.5%	10 255 0.8%	433 670 33.9%	70 083 5.5%	4 091 0.3%	4 984 0.4%	34 589 2.7%	8 258 0.6%	1 279 838 100.0%
TOTAL PERMANENT	2 475 079 39.0%	367 509 5.8%	142 074 2.2%	497 349 7.8%	1 830 369 28.8%	359 797 5.7%	120 146 1.9%	400 047 6.3%	125 012 2.0%	28 316 0.4%	6 345 698 100.0%
Temporary employees	302 310 39.8%	44 333 5.8%	6 120 0.8%	18 906 2.5%	297 456 39.1%	44 281 5.8%	5 867 0.8%	18 233 2.4%	15 941 2.1%	6 517 0.9%	759 964 100.0%
GRAND TOTAL	2 777 389	411 842	148 194	516 255	2 127 825	404 078	126 013	418 280	140 953	34 833	7 105 662

WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES FOR 2016	MALE						FEMALE						FOREIGN NATIONAL		TOTAL				
	A		C		I		W		A		C		I			W		MALE	FEMALE
Top Management	71	45	97	354	32	23	32	99	15	2	770								
	9.2%	5.8%	12.6%	46.0%	4.2%	3.0%	4.2%	12.9%	1.9%	0.3%	100.0%								
Senior Management	216	109	149	823	97	73	81	324	14	5	1 891								
	11.4%	5.8%	7.9%	43.5%	5.1%	3.9%	4.3%	17.1%	0.7%	0.3%	100.0%								
Professionally qualified and experienced specialists and mid-management	1 260	437	436	2 545	1 063	365	333	1 692	46	19	8 196								
	15.4%	5.3%	5.3%	31.1%	13.0%	4.5%	4.1%	20.6%	0.6%	0.2%	100.0%								
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	6 026	1 349	742	3 831	5 856	1 254	601	3 297	87	36	23 079								
	26.1%	5.8%	3.2%	16.6%	25.4%	5.4%	2.6%	14.3%	0.4%	0.2%	100.0%								
Semi-skilled and discretionary decision making	8 805	1 587	505	1 259	6 488	1 527	441	1 507	259	22	22 400								
	39.3%	7.1%	2.3%	5.6%	29.0%	6.8%	2.0%	6.7%	1.2%	0.1%	100.0%								
Unskilled and defined decision making	5 841	888	158	350	4 287	711	57	127	366	24	12 809								
	45.6%	6.9%	1.2%	2.7%	33.5%	5.6%	0.4%	1.0%	2.9%	0.2%	100.0%								
TOTAL PERMANENT	22 219	4 415	2 087	9 162	17 823	3 953	1 545	7 046	787	108	69 145								
	32.1%	6.4%	3.0%	13.3%	25.8%	5.7%	2.2%	10.2%	1.1%	0.2%	100.0%								
Temporary employees	1 714	253	51	109	2 074	237	55	71	38	15	4 617								
	37.1%	5.5%	1.1%	2.4%	44.9%	5.1%	1.2%	1.5%	0.8%	0.3%	100.0%								
GRAND TOTAL	23 933	4 668	2 138	9 271	19 897	4 190	1 600	7 117	825	123	73 762								

APPENDIX F: DESCRIPTION OF THE SIX OCCUPATIONAL LEVELS APPENDIX E: GUIDELINES (EEA9)

OCCUPATIONAL	PATTERSON CLASSIC (LEVELS)	PATTERSON MODERN (BANDS)	REMEASURE © (POINTS)	HAY UNITS © (POINTS)	HAY DECISION TREE (© POINTS)	PEROMINES © (POINTS)	TASK © (LEVELS)	JEASY © (LEVELS)	DESCRIPTION
Top Management/ Executives	F+1 - F+5	G Band	300-349	3581-7160	1++				Controls the functional integration of the business. Determines the overall strategy and objectives of the business. Directs the company into the future. The nature of the work and focus is long-term. Sign-off on policy or strategy
	F1 - F5	F Lower-F Upper	250-299	1801-3580	1 to 1+	23-26	6a-6e		
Senior Management	E1-E5	E Lower-E Upper	200-249	735-1800	175-224	4-2	18-22	5a-5e	Knowledge of entire business area/BU/company or group. Provide inputs for/formulation of the overall Organisational strategy. Translates the overall strategy into business plans for BU/Functional Unit, thereby operationalizing organizational strategy. Implements and manages business plan, goals and objectives and ensures the achievement of overall key Organisational/BU/Functional outputs. Manages the development of innovation and change
	D1-D5	D Lower-D Upper	150-199	371-734	125-174	7-4	14-18	4a-4e	
Professionally Qualified and experienced specialists/mid-management	C1-C5	C Lower-C Upper	100-149	192-370	75-124	11-7	9-13	3a-3e	Applies broad knowledge of products, techniques and processes. Evaluates procedures and applies previous experience. A good solution can usually be found. Determines own priorities. What has to be done is stipulated; but may require initiative in terms of how it should be done
	B1-B5	B Lower-B Upper	50-99	85-191	25-74	15-11	4-8	2a-2e	
Unskilled and defined decision-making	A1-A3	A	20-49	54-84	0-24	19-16	1-3	1a-1c	Accountable for direct product, process or service quality. Incremental improvement of existing processes and procedures according to clear guidelines. Choosing of correct action on the basis of set standards, training procedures and past experience Steps to accomplish work or processes are clearly defined and understood. Tasks are sometimes repetitive and uncomplicated and the work cycle is short

SCHEDULE 4

Turnover threshold applicable to designated employers

SECTOR OR SUBSECTORS IN ACCORDANCE WITH THE STANDARD INDUSTRIAL CLASSIFICATION	TOTAL ANNUAL TURNOVER
Agriculture	R6.00m
Mining and Quarrying	R22.50m
Manufacturing	R30.00m
Electricity, Gas and Water	R30.00m
Construction	R15.00m
Retail and Motor Trade and Repair Services	R45.00m
Wholesale Trade, Commercial Agents and Allied Services	R75.00m
Catering, Accommodation and other Trade	R15.00m
Transport, Storage and Communications	R30.00m
Finance and Business Services	R30.00m
Community, Social and Personal Services	R15.00m

NOTES

A series of horizontal dotted lines for writing notes, with a decorative curved border at the bottom left in shades of green and gold.

Handwriting practice lines consisting of 25 horizontal dotted lines.



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